

1 Robert Ahdoot, SBN 172098
2 *rahdoot@ahdootwolfson.com*
3 Tina Wolfson, SBN 174806
4 *twolfson@ahdootwolfson.com*
5 Theodore Maya, SBN 223242
6 *tmaya@ahdootwolfson.com*
7 **AHDOOT & WOLFSON, PC**
8 10728 Lindbrook Drive
9 Los Angeles, California 90024
10 Tel: 310-474-9111; Fax: 310-474-8585

11 *Class Counsel*

12 **REDACTED VERSION OF
13 DOCUMENT(S) SOUGHT TO
14 BE SEALED**

15 **UNITED STATES DISTRICT COURT**
16 **NORTHERN DISTRICT OF CALIFORNIA**

17 BYRON MCKNIGHT, JULIAN MENA, TODD
18 SCHREIBER, NATE COOLIDGE, and
19 ERNESTO MEJIA, individually and on behalf
20 of all others similarly situated,

21 Plaintiffs,

22 vs.

23 UBER TECHNOLOGIES, INC., a Delaware
24 Corporation, and RASIER, LLC, a Delaware
25 Limited Liability Company,

26 Defendants.

27 Case No. 4:14-cv-05615-JST

28 The Honorable Jon S. Tigar

29 **DECLARATION OF ROBERT AHDOOT IN
30 SUPPORT OF PLAINTIFFS' RENEWED
31 MOTION FOR ATTORNEYS' FEES AND
32 EXPENSES AND FOR CONSIDERATION
33 OF EXPERT TESTIMONY IN SUPPORT
34 THEREOF UNDER 28 U.S.C § 1712(d)**

35 Date: May 6, 2020

36 Time: 2:00 p.m.

37 Place: Oakland Courthouse, Courtroom 6 –
38 2nd Floor. 1301 Clay Street, Oakland, CA
39 94612

DECLARATION OF ROBERT AHDOOT

I, Robert Ahdoot, declare as follows:

1. I am a partner and founding member of Ahdoot & Wolfson, PC (“AW”), a member in good standing of the bar of the State of California, and designated by the Court as Class Counsel in this matter. I respectfully submit this declaration in support of Plaintiffs’ Renewed Motion for an Award of Attorneys’ Fees and Expenses. I have personal knowledge of the facts set forth in this declaration and could and will testify competently to them if called upon to do so.

CLASS COUNSEL'S LITIGATION AND SETTLEMENT EFFORTS

2. Even before initiating the Actions, AW conducted extensive research regarding Defendants' representations, marketing, business practices, and promotional efforts. AW investigated facts and the applicable law and standards relating to background checks and commercial transportation service safety, and AW researched and analyzed the merits of any potential causes of action and defenses. AW continued these efforts after filing the Actions and before entering into the 2016 Stipulated Settlement and the 2017 Amended Settlement.

3. During the post-filing investigative phase, AW submitted comprehensive requests for information regarding their allegations and Defendants' anticipated defenses, and Defendants provided thousands of pages of responsive documents and sworn responses. AW thoroughly analyzed and evaluated all information provided, including documents bearing on Defendants' background checks, alleged safety expenditures, the Safe Rides Fee and resulting revenues, and Defendants' representations, advertising, and marketing regarding safety.

4. AW's investigation also included a detailed inspection and testing of Defendants' ride share App across various operating system platforms; consultations with experts; interviews of witnesses, drivers, and putative class members; the evaluation of documents and information related to other litigation against Defendants; as well as extensive factual and legal research regarding arbitration, the sufficiency of the claims, and the appropriateness of class certification.

5. AW conducted ten extensive interviews of key witnesses over the course of three days at Uber's offices and other locations in San Francisco. These witnesses included high-level Uber employees with direct knowledge of facts at issue in the Actions, including safety representations, safety measures,

1 alleged safety expenditures, details regarding the Safe Rides Fee, user databases, and other relevant areas
 2 of Uber's operations.

3 6. AW also analyzed the pleadings and motion practice in many of the related cases before
 4 this court, as well as additional cases involving Uber's safety messaging. These cases included *California*
 5 *v. Uber Techs., Inc.*, No. CGC-14-543120 (S.F. Sup. Ct.), *Cordas v. Uber Techs., Inc.*, No. 16-CV-04065-
 6 RS (N.D. Cal.), *Cullinane v. Uber Techs., Inc.*, No. CV 14-14750-DPW (D. Mass.), *Curbia v. Uber Techs,*
 7 *Inc.*, No. A-16-CA-544-SS (W.D. Tex.), *Goldberg v. Uber Techs., Inc.*, No. 1:14-cv-14264-RGS (D.
 8 Mass.), *Greater Houston Transportation Co. v. Uber Techs., Inc.*, No. 14-941 (S.D. Tex.), *In re Uber*
 9 *FCRA Litig.*, No. C-14-5200 EMC (N.D. Cal.), *L.A. Taxi Cooperative, Inc. v. Uber Techs., Inc.*, No. 15-
 10 cv-01257-JST (N.D. Cal.), *Lavitman v. Uber Techs., Inc.*, No. 2012-04490 (Mass.), *Metter v. Uber Techs.,*
 11 *Inc.*, No. 16-CV-06652-RS (N.D. Cal.), *Meyer v. Kalanick*, 200 F. Supp. 3d 408, 420 (S.D.N.Y. 2016),
 12 *O'Connor v. Uber Techs., Inc.*, 201 F. Supp. 3d 1110 (N.D. Cal. 2016), *Price v. Uber Techs., Inc.*, No.
 13 BC554512 (L.A. Sup. Ct.), and *Sabatino v. Uber Techs., Inc.*, No. 15-cv-00363 (N.D. Cal.).

14 7. In December 2014, Counsel for plaintiffs Philliben and McKnight prepared and filed a
 15 nationwide class action, No. 3:14-cv-05615 ("McKnight"), asserting causes of action for violations of
 16 California's False Advertising Law ("FAL"), Cal. Bus. & Prof. Code §17500 *et seq.*, and Unfair
 17 Competition Law ("UCL"), Cal. Bus. & Prof. Code §17200 *et seq.*, and alleging, *inter alia*,
 18 misrepresentations and omissions regarding Defendants' "Safe Rides Fee," safety measures, alleged
 19 expenditures, and driver background checks.

20 8. On or about January 6, 2015, AW filed a putative class action lawsuit on behalf of Andrea
 21 Pappey and others similarly situated, against Uber Technologies, Inc., in the United States District Court
 22 for the Northern District of California, Case No. 3:15-cv-00064 ("Mena"). On or about April 13, 2015,
 23 (i) the Complaint filed in *Mena* was amended to, among other things, add Plaintiffs Julian Mena, Todd
 24 Schreiber, Nate Coolidge, and Ernesto Mejia as representative Plaintiffs, and (ii) Andrea Pappey withdrew
 25 from the *Mena* lawsuit as a plaintiff. The *Mena* lawsuit asserted causes of action for Breach of Implied
 26 Contract (pursuant to California, Illinois, and Massachusetts law), alleged violations of California's
 27 Consumers Legal Remedies Act (Cal. Civ. Code § 1750 *et seq.*), California's Unfair Competition Law
 28 (Cal. Bus. & Prof. Code § 17200 *et seq.*), California's False Advertising Law (Cal. Bus. & Prof. Code

1 § 17500 *et seq.*), and Illinois Consumer Fraud Act (815 ILCS 502/2, *et seq.*) and which alleged, *inter alia*,
 2 that Defendants made misrepresentations and omissions regarding their “Safe Rides Fee,” their safety
 3 measures, and the nature and character of their background checks, on behalf of a putative nationwide
 4 class, or in the alternative, a California, Illinois, and Massachusetts class of consumers. (*Mena* Dkt. No.
 5 28).

6 9. On or about February 16, 2015, the parties filed a joint stipulation to relate *Mena* and
 7 Northern District of California Case No. 4:14-cv-05615 (“*McKnight*”).¹ The Court granted this stipulation
 8 on or about February 18, 2015 (*McKnight*, Dkt. No. 23; *Mena*, Dkt. No. 19), and ordered that *Mena* and
 9 *McKnight* are related.

10 10. Co-Class Counsel and AW thereafter cooperated in organizing a leadership structure to
 11 effectively and efficiently prosecute the claims on behalf of Plaintiffs and the proposed Class.

12 11. On or about May 4, 2015, Defendants filed an Administrative Motion To Determine
 13 Whether Cases Should Be Related seeking to relate *Mena* and *Philliben* to a lawsuit entitled *L.A. Taxi*
 14 *Cooperative, Inc. et al. v. Uber Technologies, Inc. et al.*, Case No. 3:15-cv-01257, filed on or about March
 15 18, 2015 in the United States District Court for the Northern District of California (“*L.A. Taxi*”)
 16 (*McKnight*, Dkt. Nos. 34 to 35). The Court granted this Motion on or about May 12, 2015 (*McKnight*,
 17 Dkt. No. 36).

18 12. On or about May 4, 2015, in the response to the first amended complaint filed in *Mena*,
 19 Defendant Uber Technologies, Inc. filed a Motion to Stay Proceedings Pending Arbitration (*Mena*, Dkt.
 20 Nos. 31 to 36). AW filed the *Mena* plaintiffs’ response in opposition to this Motion on or about May 13,
 21 2015 (*Mena*, Dkt. Nos. 37 to 38) and Defendants filed their Reply on or about May 26, 2015 (*Mena*, Dkt.
 22 Nos. 39 to 41).

23 13. On or about June 1, 2015, AW filed the *Mena* plaintiffs’ Objection to and Motion To Strike
 24 Reply Evidence Re Defendant’s Motion To Stay Proceedings Pending Arbitration, or in the Alternative,
 25 Request for a Surreply (*Mena*, Dkt. No. 42). On or about June 2, 2014, the Court granted the *Mena*
 26

27 ¹ In May 2017, Counsel for Byron *McKnight* filed a Stipulation of Partial Dismissal of Matthew *Philliben*
 28 dismissing all claims related to Matthew *Philliben* without prejudice. This matter is referred to as
McKnight, et al. v. Uber Technologies, Inc., et al. (*McKnight*, Dkt. 121).

1 plaintiffs leave to file a Surreply and continued the hearing on Defendant's Motion to Stay from June 11,
 2 2015 to July 2, 2015. (*Mena*, Dkt. No. 43).

3 14. On or about June 9, 2015, AW filed the *Mena* plaintiffs' Surreply In Opposition To
 4 Defendant's Motion To Stay Proceedings Pending Arbitration. (*Mena*, Dkt. No. 45.) On or about June
 5 10, 2015, AW filed the *Mena* plaintiffs' Statement of Recent Decision In Support of Plaintiffs' Opposition
 6 To Defendant's Motion To Stay Proceedings Pending Arbitration. (*Mena*, Dkt. 46.)

7 15. On or about June 29, 2015, the Parties filed a Stipulation and Proposed Order For A
 8 Temporary Stay Pending Mediation (*Mena*, Dkt. 48; *McKnight*, Dkt. 48); and on or about July 29, 2015,
 9 the Parties filed a Stipulation With Proposed Order For A Second Temporary Stay Pending Mediation.
 10 (*Mena*, Dkt. 52; *McKnight*, Dkt. 51.)

11 16. On July 29, 2015, the Parties filed a Stipulation and Protective Order (*Mena* Dkt. 49;
 12 *McKnight* Dkt. 50), which was entered by the Court on August 3, 2015. (*Mena* Dkt. 51; *McKnight* Dkt.
 13 52.)

14 17. On or about January 7, 2016, Class Counsel filed a Consolidated Class Action Complaint,
 15 which asserted causes of action for Breach of Implied Contract, alleged violations of California's
 16 Consumers Legal Remedies Act (Cal. Civ. Code § 1750 *et seq.*), California's Unfair Competition Law
 17 (Cal. Bus. & Prof. Code § 17200 *et seq.*), California's False Advertising Law (Cal. Bus. & Prof. Code
 18 § 17500 *et seq.*), and Illinois Consumer Fraud Act (815 ILCS 502/2, *et seq.*) and which alleged, *inter alia*,
 19 that Defendants made misrepresentations and omissions regarding their "Safe Rides Fee," their safety
 20 measures, and the nature and character of their background checks, on behalf of a putative nationwide
 21 class, or in the alternative, a California, Illinois, and Massachusetts class of consumers. (*McKnight*, Dkt.
 22 67.)

23 18. AW and co-Class Counsel submitted comprehensive requests for information relevant to
 24 their allegations and Defendants' anticipated defenses and Defendants provided thousands of pages of
 25 responsive documents and sworn responses (including responses and documents after the date of the First
 26 Stipulation). Class Counsel thoroughly analyzed and evaluated all provided information, including
 27 documents bearing on Defendants' background checks, alleged safety expenditures, the Safe Rides Fee
 28 and resulting revenues, and Defendants' advertising and marketing regarding safety.

1 19. AW conducted an extensive investigation into the facts and law relating to the matters
 2 alleged in Plaintiffs' respective Complaints, including (i) the extent, nature and quality of Defendants'
 3 safety procedures during the Class Period; (ii) Defendants' representations and disclosures regarding the
 4 safety of Defendants' ride share services; (iii) Defendants' representations and disclosures regarding the
 5 Safe Rides Fee; (iv) financial data relating to Defendants' safety related expenditures and revenues; (v)
 6 the size and composition of the Class; and (vi) data relating to the Class' use of Defendants' ride share
 7 services.

8 20. As noted, these exchanges of information continued after the Denial Order, and Defendants
 9 provided updated information to Class Counsel, plus thousands of pages of additional documents.

10 21. Defendants also produced thousands of additional documents, including deposition
 11 transcripts and expert reports from *LA Taxi* litigation, for Class Counsel's review.

12 22. In total, Defendants made eight (8) separate productions of documents over the course of
 13 two years – productions containing, *inter alia*, deposition transcripts, written responses to discovery, and
 14 documentary evidence, from the *LA Taxi* and other related litigations. Defendants produced documents
 15 on August 12, 2015, August 18, 2015, August 21, 2015, September 30, 2015, October 30, 2015, February
 16 11, 2016, May 11, 2017, and May 18, 2017. All in all, Defendants produced nearly 50,000 pages of
 17 documents and data.

18 23. In addition to the sheer volume of discovery reviewed by Class Counsel, it is worth noting
 19 that every step of the discovery process came with hard fought negotiations by the Parties' Counsel.

20 24. The Parties began settlement discussions almost two years ago. After the arbitration
 21 motions were fully briefed, the Parties began discussing possible settlement, which resulted in a long
 22 series of arms'-length negotiations, including six separate days of mediation, a settlement conference
 23 before the Chief Magistrate Judge Joseph C. Spero, and numerous face-to-face and telephonic meetings
 24 between counsel and with the mediators, the Honorable Carl J. West (Ret.) of JAMS and Robert J. Kaplan,
 25 Esq. of Judicate West.

26 25. The first round of mediation consisted of three full days with Judge West, and included
 27 many additional face-to-face and telephonic meetings between counsel and with Judge West. On or about
 28

1 August 24, 2015, AW attended an in-person mediation session with Judge West, which was attended by
 2 all Class Counsel and defense counsel.

3 26. I am informed and believe that Judge West is a highly respected and experienced class
 4 action mediator, who had joined JAMS following eighteen years on the bench, spending the most recent
 5 ten years as a judge with the Los Angeles County Superior Court's complex litigation panel.

6 27. On or about September 17, 2015, the Parties filed a Joint Stipulation and Proposed Order
 7 Updating the Court on Settlement Discussions and Requesting Extension of Temporary Stay Pending
 8 Further Mediation. (*Mena*, Dkt. 56; *McKnight*, Dkt. 57.)

9 28. On or about October 2, 2015, AW attended, along with co-counsel, a second in-person
 10 mediation session and, on or about October 30, 2015, a third in-person mediation session, all with Judge
 11 West.

12 29. On or about November 16, 2015, the Parties filed a Stipulation and Proposed Order
 13 Updating the Court on the Settlement Discussions and Requesting Extension of Temporary Stay.

14 30. After the third full day of mediation and another month of continued settlement discussions
 15 directly and through Judge West, the Parties were able to report to the Court that they had reached a
 16 settlement in principle in December 2015.

17 31. On or about December 14, 2015, the Parties filed a Stipulation and Proposed Order
 18 Updating the Court on the Parties' Settlement in Principle and Requesting that Arbitration Hearing be
 19 Vacated.

20 32. After reaching a settlement in principle, the Parties commenced memorializing the full
 21 Settlement, which generated numerous additional rounds of comprehensive and often spirited
 22 negotiations. Counsel for the Parties extensively and painstakingly negotiated each specific aspect of the
 23 Stipulation, down to each sentence and word, including each of its nine (9) exhibits.

24 33. The Parties obtained bids from a number of professional class action administration
 25 companies, who submitted detailed bids after I explained the terms and complex structure of the
 26 settlement. Prior to the request for bids, the Parties met and conferred on the identity of the administrators
 27 who would submit the bids. Thereafter, telephonic interviews were performed with each potential
 28 administrator. The Plaintiffs then negotiated with the administrators and obtained a capped price for

1 settlement notice and administration. Further, the Parties conducted detailed negotiations regarding class
 2 member data confidentiality and data security with the settlement administrator.

3 34. Class Counsel negotiated and meticulously refined the final notice program and each
 4 document comprising the notice (the Long Form Notice, Summary Notice, and Banner Ads for certain
 5 Internet advertising), with the assistance of a class action notice expert, to ensure that the information
 6 disseminated to Class Members is clear and concise.

7 35. The Stipulation of Settlement was filed with the Court on February 11, 2016. (*McKnight*,
 8 Dkt. 74) (“First Stipulation”). A motion for preliminary approval of the First Stipulation was filed the
 9 same day (*McKnight*, Dkt. 75-3) (“2016 Settlement”), along with a corresponding Motion to File Under
 10 Seal various information regarding the Defendants’ business (*McKnight*, Dkt. 75).

11 36. Soon thereafter, on February 24, 2016, the District Attorneys’ Offices for the City and
 12 County of San Francisco, and the County of Los Angeles filed a Motion seeking to file an *amicus brief*
 13 opposing the Motions to file certain settlement related materials under seal, which Defendants opposed
 14 (*McKnight*, Dkts. 81, 82). The Court granted the District Attorneys’ request, and an amicus brief in
 15 opposition to the Motion to Seal was filed on February 26, 2016, which Uber opposed. (*McKnight*, Dkts.
 16 84, 85.) AW kept abreast and conducted in-depth review of all of these filings and the Court’s ruling.

17 37. On March 21, 2016, after meet and confer with Defendants, AW filed a Notice to Amend
 18 the Settlement Class definition and an amended proposed Preliminary Approval Order. (*McKnight*, Dkt.
 19 88, 89.)

20 38. On April 7, 2016, the District Attorneys’ withdrew their amicus brief in opposition to the
 21 Motion to Seal. (*McKnight*, Dkt. 90.)

22 39. On April 15, 2017, the Court granted and denied in part the Defendants’ request to file
 23 certain materials under seal, and thereafter Defendants sought a modification of the Court’s Order.
 24 (*McKnight*, Dkts. 91-93.) The Court granted Defendants request on July 7, 2016. (*McKnight*, Dkt. 94.)
 25 Following the Court’s ruling, Plaintiffs filed the Motion for Preliminary Approval and the supporting
 26 Declaration of Robert Ahdoot again to reflect the Court’s rulings on the Motion to seal. (*McKnight*, Dkts.
 27 95-96.)

1 40. On August 30, 2016, the Court issued an Order Denying Motion for Preliminary Approval
 2 of Class Action Settlement (*McKnight*, Dkt. 98) (“Denial Order”).

3 41. Following the Denial Order, Counsel for Plaintiffs and Defendants began discussions and
 4 negotiations regarding a new settlement. After an extensive meet and confer process, the Parties agreed
 5 upon a new mediator, Robert J. Kaplan, Esq. of Judicate West, to assist in these negotiations. AW then
 6 participated in three (3) in-person mediations on October 5, 2016, November 22, 2016, and January 5,
 7 2017. In addition, I met in person on December 7, 2016, in San Francisco, with Defense Counsel and two
 8 attorneys from Uber’s in-house counsel team and conducted detailed negotiations. Throughout the entire
 9 process, Plaintiffs conducted numerous telephonic discussions and negotiations both among themselves
 10 and with the assistance of the new mediator.

11 42. Almost a year after the First Stipulation of Settlement was filed, and after further telephonic
 12 conference between Defense Counsel and me, the Parties reached an amended settlement in principle in
 13 February 2017. However, many crucial terms remained outstanding.

14 43. Thereafter, after further and extensive meet and confer and unsuccessful attempts to resolve
 15 all of the remaining terms, Counsel for the Parties agreed that they would request the Court’s assistance
 16 with respect to finalizing the terms of the new settlement. Pursuant to the Parties’ request, this Court
 17 ordered the Parties to attend and participate in a settlement conference before Chief Magistrate Judge
 18 Joseph C. Spero on March 7, 2017 to address the unresolved terms of the new settlement.

19 44. After the settlement conference with Judge Spero, the Parties continued negotiating and
 20 began drafting the terms of the amended stipulation of settlement. In depth negotiations continued
 21 throughout March 2017, all of April 2017 and all of May 2017. Throughout this entire period the
 22 negotiations were extensive and contentious, however, by May of 2017 the Parties were finally able to
 23 agree on all terms.

24 45. Counsel for the Parties then worked to update the First Stipulation and its respective
 25 exhibits and declarations, and agreed to an Amended Stipulation of Settlement (“Amended Stipulation”)
 26 in May 2017. As with the First Stipulation, Class Counsel negotiated and refined the Amended Stipulation
 27 to reflect the revised class definition and other changes to the First Stipulation.

1 46. On June 1, 2017, Plaintiffs filed an Amended Stipulation of Settlement, Motion for
 2 Preliminary Approval, Motion to Seal, and a number of supporting declarations. (*McKnight*, Dkt. 125-
 3 131). On August 7, 2017, the Court granted preliminary approval of the Amended Stipulation of
 4 Settlement. (Dkt. 136.)

5 47. Following the entry of the Preliminary Approval Order, Class Counsel worked closely with
 6 the Settlement Administrator to ensure correct implementation of the notice program and payment election
 7 process.

8 48. On December 7, 2017, Class Counsel filed their original Motion for Attorneys' Fees and
 9 Expenses and for Class Representative Service Awards. (Dkt. 140.)

10 49. On January 25, 2018, Plaintiffs filed a Motion for Final Approval of Class Action
 11 Settlement. (Dkt. 162.)

12 50. Also on January 25, 2018, Plaintiffs filed a Response to Settlement Objections. (Dkt. 161.)

13 51. On February 6, 2018, Plaintiffs filed a Motion to Strike "replies" in support of certain
 14 objections to the Settlement. (Dkt. 167.)

15 52. The Court held the final approval hearing on February 8, 2018 (the "Final Approval
 16 Hearing"), at which time it requested supplemental briefing concerning the impact on this case, if any, of
 17 *In re Hyundai and Kia Fuel Econ. Litig.*, 881 F.3d 679 (9th Cir. 2018). (Dkt. 170.)

18 53. Plaintiffs filed their supplemental brief concerning *Hyundai* on February 15, 2018. (Dkt.
 19 175.)

20 54. On April 19, 2018, the Court entered an order staying this action pending the Ninth
 21 Circuit's *en banc* review of the *Hyundai* decision.

22 55. On June 6, 2019, the Ninth Circuit issued its *en banc* decision in *In re Hyundai & Kia Fuel
 23 Econ. Litig.*, 926 F.3d 539 (9th Cir. 2019), and on June 7, 2019, Plaintiffs filed a Notice of Supplemental
 24 Authority regarding, providing the Court with a copy of, that opinion. (Dkt. 182.)

25 56. On August 13, 2019, the Court entered its Order Granting Final Approval and Granting in
 26 Part and Denying in Part Plaintiffs' Motion for Attorney's Fees, Costs, and Incentive Awards. (Dkt. 189
 27 (the "Final Approval Order").)

1 57. Since the Court entered the Final Approval Order, Class Counsel have worked diligently
 2 to prepare the present motion, which required *inter alia* extensive and months long meet and confer with
 3 defense counsel, identifying and consulting with several potential expert witnesses, retaining the two
 4 whose declarations are filed in support of the present motion, gathering additional information from Uber
 5 necessary to support the present filings, and working with the Settlement Administrator to synthesize all
 6 of this information and calculate projected Settlement Shares.

7 58. Since the Final Approval Order, Uber has reported that, as of September 26, 2019,
 8 approximately [REDACTED] of Class Members had used Uber to order rides or food in the prior twelve months,
 9 and that as of January 31, 2020, approximately [REDACTED] of Class Members had used Uber to order rides or
 10 food in the prior twelve months. Previously, Uber reported that, As of May 8, 2017, approximately [REDACTED]
 11 of class members had used Uber in the prior twelve months.

12 59. Since the Final Approval Order Uber also has reported that, as of November 30, 2019,
 13 [REDACTED] of the Uber Rider Accounts held by Class Members were closed.

14 60. Since the Final Approval Hearing and the Final Approval Order, Class Counsel
 15 additionally have spent significant time responding to Class Member inquiries.

EXPERIENCE AND QUALIFICATIONS

17 61. Tina Wolfson and I were the primary attorneys handling this case on behalf of AW. While
 18 Ms. Wolfson supervised most of the pre-settlement phase of the litigation, I supervised and oversaw all
 19 settlement negotiations, confirmatory discovery, settlement related document creation and drafting.
 20 Together we supervised a team of attorneys and staff from AW in performing the work necessary to
 21 successfully litigate and negotiate the class settlement herein. We also coordinated litigation and
 22 settlement strategy with attorneys from our Co-Class Counsel law firms, who also serve as Lead and
 23 Class Counsel in this matter. AW expended a substantial amount of time and resources to this matter to
 24 the exclusion of other work.

25 62. I oversaw and directed the work of all Counsel with respect to all aspects of the Settlement
 26 in this matter to ensure efficiency, lack of duplication, and to limit the lodestar to extent possible. I
 27 performed this task by assigning discreet tasks to all attorneys involved and ensured that no two attorneys
 28 were performing work on the same task, eliminating overlap and catch-up work as much as possible. I

1 also worked to divide discovery tasks among the firms as much as possible. For example, with a very
 2 limited number of exceptions, rather than having one attorney from each firm on a meet and confer call,
 3 I would have one person conduct the call and report back to all Class Counsel. For maximum efficiency,
 4 the same attorney would generally handle any follow up. Moreover, whenever possible, Class Counsel
 5 attempted to have associate level attorneys handle discreet tasks as opposed to partner level attorneys.
 6 For example, the bulk of the discovery (UTBMS Code L300 (*see* discussion below) in this matter was
 7 performed with the supervision of a mid-level partner by associate level attorneys, who reported the
 8 results of their review to me or other senior partners as it related to the work being performed by that
 9 partner. With respect to settlement negotiations and drafting, while as much of the work performed was
 10 tasked to associate level attorneys, the nature of the work required senior level partner oversight for most
 11 of the work performed.

12 63. Throughout this action, AW has sought to reach consensus with co-Class Counsel to
 13 manage the administration and work division in this case in a systematic and efficient manner,
 14 coordinating work assignments through conference calls, working to avoid duplication of efforts or
 15 unnecessary work undertaken by any of the counsel for the Class in this case, and ensuring that the skills
 16 and talents of counsel were put to use in an efficient and effective manner that maximized what each
 17 firm and attorney could contribute in a non-redundant way.

18 64. Working with me on this matter, on behalf of Plaintiffs Mena, Schreiber, Coolidge, and
 19 Mejia (the plaintiffs who originally appeared on the Complaint filed in *Mena*) were my partners Tina
 20 Wolfson and Theodore Maya and AW associates Vanessa Shakib, Bradley K. Keith and Meredith Lierz.
 21 Also working with AW on this matter were Of Counsel attorney, Keith Custis, and our co-counsel Nick
 22 Suciu, III from the law firm of Barbat, Mansur & Suciu PLLC. For the purposes of efficiency and ease,
 23 I include the hours they worked on this matter as part of AW's hours and application, as these attorneys
 24 appeared with AW on the original complaint in *Mena*.

25 65. Tina Wolfson attended and graduated Harvard Law School *cum laude* in 1994. Ms.
 26 Wolfson began her civil litigation career at the Los Angeles office of Morrison & Foerster, LLP, where
 27 she defended major corporations in complex actions and represented indigent individuals in immigration
 28 and deportation trials as part of the firm's *pro bono* practice. She then gained further invaluable litigation

1 and trial experience at a boutique firm, focusing on representing plaintiffs on a contingency basis in civil
 2 rights and employee rights cases. Ms. Wolfson frequently lectures on numerous topics related to class
 3 action litigation across the country.

4 66. I attended and graduated Pepperdine Law School *cum laude* in 1994, where I served as
 5 Literary Editor of the Pepperdine Law Review. I also clerked for the Honorable Paul Flynn at the
 6 California Court of Appeals, and began my career as a civil litigator at the Los Angeles office of Mendes
 7 & Mount, LLP, where I defended large corporations and syndicates such as Lloyds of London in complex
 8 environmental and construction-related litigation as well as a variety of other matters. I have also
 9 lectured on numerous topics related to class action litigation across the country.

10 67. Founded in 1998, AW is a Los Angeles, California based law firm specializing in complex
 11 and class action litigation and public interest litigation. For decades, the attorneys at AW have vigorously
 12 litigated against large corporations and public entities vindicating the rights of millions of consumers,
 13 employees, and taxpayers in protracted, complex litigation, to successful results. AW has represented
 14 plaintiffs in employment, consumer rights, environmental and taxpayer rights litigation. AW partners
 15 have been named “Super Lawyers” by their peers in recognition of the results achieved by their work.
 16 Since its founding, AW has served as class counsel and in leadership positions in a wide range of
 17 consumer protection class actions.

18 68. Theodore W. Maya is also a partner at AW and worked on this matter as detailed below.
 19 Mr. Maya graduated from UCLA Law School in 2002 after serving as Editor-in-Chief of the *UCLA Law*
 20 *Review*. From July 2003 to August 2004, Mr. Maya served as Law Clerk to the Honorable Gary Allen
 21 Feess in the United States District Court for the Central District of California. Prior to joining AW, Mr.
 22 Maya was a litigation associate in the Los Angeles offices of Kaye Scholer LLP for approximately eight
 23 years, where he worked on a large variety of complex commercial litigation from inception through trial.
 24 Mr. Maya was named “Advocate of the Year” for 2007 by the Consumer Law Project of Public Counsel
 25 for successful *pro bono* representation of a victim of a large-scale equity fraud ring.

26 69. Bradley K. King is an associate at AW who worked on this matter as detailed below. Mr.
 27 King graduated from Pepperdine University School of Law in 2010, where he served as Associate Editor
 28 of the Pepperdine Law Review. He worked as a law clerk for the California Office of the Attorney

1 General, Correctional Law Section in Los Angeles and was a certified law clerk for the Ventura County
 2 District Attorney's Office. Mr. King began his legal career at a boutique civil rights law firm, gaining
 3 litigation experience in a wide variety of practice areas, including employment law, police misconduct,
 4 municipal contract, criminal defense, and premises liability cases.

5 70. Vanessa T. Shakib was also an associate at AW who worked on this matter as detailed
 6 below. Ms. Shakib graduated from George Mason University Law School in 2012, where she served as
 7 Senior Notes Editor of the *Journal of International Commercial Law* and a member of the Moot Court
 8 Board. Ms. Shakib began her legal career at Wasserman, Comden, Casselman & Esensten, LLP, where
 9 she practiced general business litigation and public entity liability. Ms. Shakib has also extensive
 10 experience in the field of animal rights litigation and advocacy, and has since left AW to continue her
 11 career in the non-profit sector.

12 71. Meredith S. Lierz was an associate at AW who worked on this matter as detailed below.
 13 Ms. Lierz graduated Southwestern University School of Law in 2013. Ms. Lierz also obtained a Master's
 14 in Business Administration from Claremont Graduate University. While at Southwestern University
 15 School of Law, Ms. Lierz was a Lead Articles Editor at *Southwestern Law Review* and a member of the
 16 Southwestern Law School Moot Court Honors Program. Ms. Lierz left her employment at Ahdoot &
 17 Wolfson, PC in April 2017 when she moved from Los Angeles.

18 72. Diana Kiem was a paralegal at AW who worked on this matter as detailed below. Ms.
 19 Kim graduated from Pasadena Community College in 2016 with a degree in Paralegal studies.

20 73. Jessielle Fabian was a paralegal at AW who worked on this matter as detailed below. Ms.
 21 Fabian was admitted to the California bar in 2018 (SBN 324329).

22 74. Keith Custis graduated from Boston College Law School in May 1997, *magna cum laude*.
 23 He was admitted to practice law in the Commonwealth of Massachusetts on December 15, 2007. His
 24 Massachusetts Board of Bar Overseers number is 636511, although he has been on "retired" status in
 25 Massachusetts for approximately 12 years. He was admitted to practice in the State of California on or
 26 about February 15, 2002.

27 75. Nick Suciu, III is a partner at the firm of Barbat, Mansour & Suciu PLLC and member in
 28 good standing of the bar of the state of Michigan. Mr. Suciu has practiced law for well over a decade

1 and has been designated as Class Counsel in a number of class actions. Mr. Suciu specializes in
 2 consumer class actions.

3 76. Since 1999, Tina Wolfson and I have been appointed lead counsel in numerous complex
 4 consumer class actions. The following are some examples of recent class actions that Tina Wolfson and
 5 I have litigated to conclusion or are currently litigating on behalf of its clients - either as Class Counsel,
 6 proposed Class Counsel or members of a Court appointed Plaintiff Steering Committee (AW's
 7 *curriculum vitae*, a true and correct copy of which is attached hereto as **Exhibit A**):

8 • *Eck, et al. v. City of Los Angeles*, No. BC577028 (Los Angeles Superior Court
 9 ("LASC") (Final Approval February 2018): AW was appointed Co-Class Counsel, and achieved a \$295
 10 million finally-approved settlement based on allegedly unlawful city tax regulations regarding electrical
 11 power;

12 • *Lavinsky v. City of Los Angeles*, No. BC542245 (LASC) (Hon. Ann I. Jones) (Final
 13 Approval October 2019): AW as lead Class Counsel, in a case challenging the imposition of certain utility
 14 taxes on the use of natural gas, prevailed on summary adjudication, certified a class, and achieved a finally
 15 approved settlement with a conservative minimum value of \$51 million (which included a cash fund and
 16 direct tax savings over the first three years after the Settlement's Effective Date);

17 • *In re: Experian Data Breach Litig.*, No. 8:15-cv-01592-AG-DFM (C.D. Cal.)
 18 (Final Approval May 2019): AW served as Co-Lead Counsel, in this MDL Data Breach Class Action, for
 19 a Class of almost 16 million class members who were victims of a data breach affecting T-Mobile
 20 applicants and customers whose personal data was stored by Experian. Class action settlement
 21 conservatively valued at over \$150 million finally approved in May 2019.

22 • *Pantelyat v. Bank of America, N.A.*, No. 1:16-cv-08964-AJN (S.D.N.Y.) (Hon.
 23 Alison J. Nathan) (Final Approval January 2019): AW served as sole class counsel for plaintiffs in a class
 24 action arising from allegedly improper overdraft fees and achieved a \$22 million class settlement,
 25 representing approximately 80% of total revenues gleaned by the bank's alleged conduct.

26 • *Liggio v. Apple Federal Credit Union*, No. 18-cv-1059-LO (E.D. Va.) (Hon. Liam
 27 O'Grady) (Final Approval December 2019): AW served as co-class counsel and achieved a \$2.7 million
 28 class settlement in action alleging improperly-assessed overdraft fees.

1 • *Owens v. Bank of America, N.A.*, No. 1:19-cv-20614-MGC (S.D. FL) (Hon. Marcia
 2 G. Cooke): AW served as co-lead counsel and achieved a \$4.95 million settlement between Bank of
 3 America and account holders who claimed the Bank breached its contract by assessing overdraft fees
 4 resulting from various non-recurring transactions. Judge Cooke indicated that the Court would finally
 5 approve the Settlement matter at a final approval hearing which took place on January 29, 2020. There
 6 were no objectors to this Settlement.

7 • *Carter, et al. v. General Nutrition Centers, Inc. and GNC Holdings, Inc.*, No. 2:16-
 8 cv-00633-MRH (W.D. Pa.) (Hon. Mark R. Hornak) (Final Approval December 2019): AW achieved a \$6
 9 million class settlement in a “false discount” class action involving products for sale on the GNC website.
 10 In finally approving the settlement, Judge Hornak noted the “simply superlative” materials prepared by
 11 counsel and commended the “effectiveness and efficiency” with which counsel brought the case to
 12 conclusion.

13 • *Kirby v. McAfee, Inc.*, No. 14-cv-02475-EJD (N.D. Cal.) (Hon. Edward J. Davila)
 14 (Final Approval February 2017): Co-Class Counsel. Plaintiffs challenged defendant’s auto renewal and
 15 false discount practices. Settlement made \$80 Million available to the class and included injunctive relief
 16 requiring McAfee to notify customers at the point of every sale that the service will be auto-renewed at
 17 an undiscounted subscription price. Further, the settlement required McAfee to change its policy regarding
 18 the past product price it lists as a reference to any discount it's currently offering. McAfee will now only
 19 list a past price that it has actually charged customers within the past 45 days.

20 • *In re: Premera Blue Cross Customer Data Sec. Breach Litig.*, No. 15-md-02633-
 21 SI (D. Or.) (Hon. Michael H. Simon) (Final Approval March 2020): AW was selected to the Executive
 22 Leadership Committee after contested leadership applications in this MDL Data Breach Class Action.
 23 AW was instrumental in litigating the case through class certification and achieving a finally approved
 24 settlement valued at \$74 million.

25 • *Berman v. General Motors, LLC*, No. 2:18-cv-14371 (S.D. Fla.) (Hon. Robin L.
 26 Rosenberg) (Final Approval November 2019): AW served as co-lead counsel in a class action rising from
 27 allegations of a vehicle defect causing excessive oil consumption. The parties recently reached a finally
 28 approved settlement valued at approximately \$45 million.

1 • *In re: Uber FCRA Litig.*, No. 3:14-cv-05200-EMC (N.D. Cal.) (Hon. Edward M.
 2 Chen) (Final Approval May 2018): class settlement provided \$8.2M in monetary relief as well as
 3 injunctive relief guaranteeing Uber's compliance with FCRA background check requirements; settlement
 4 reached while district court's denial of a motion to compel individual arbitration was pending (and
 5 ultimately overturned) before the 9th Circuit.

6 • *In re: Apple Inc. Device Performance Litig.*, No. 5:18-md-02827-EJD (N.D. Cal.)
 7 (Hon. Edward J. Davila): AW appointed to the Plaintiffs' Steering Committee after contested applications
 8 in a case alleging deceptive conduct by Apple impacting iPhones nationwide. Preliminary approval is
 9 pending for a \$300 million to \$500 million Settlement.

10 • *In re: The Home Depot, Inc., Customer Data Sec. Breach Litig.*, No. 1:14-md-
 11 02583-TWT (N.D. Ga.) (Hon. Thomas W. Thrash Jr.) (Final Approval September 2017): AW served, by
 12 court appointment, on the MDL Consumer Plaintiffs' Steering Committee. The finally approved
 13 settlement provided approximately \$29 million of monetary relief to the consumer class, as well as robust
 14 injunctive relief requiring Home Depot to overhaul its data security practices.

15 • *Smith v. Floor and Decor Outlets of America, Inc.*, No. 1:15-cv-04316-ELR (N.D.
 16 Ga.) (Hon. Eleanor L. Ross) (Final Approval January 2017): AW served as co-Class Counsel in a class
 17 action that resulted in a \$14 million class settlement regarding flooring product defect allegations.

18 • *Chimeno-Buzzi v. Hollister Co.*, No. 1:14-cv-23120-MGC (S.D. Fla.) (Hon. Marcia
 19 G. Cooke) (Final Approval April 2016): AW served as co-Class Counsel in a class action that resulted in
 20 a \$10 million finally approved class settlement arising from violations of the Telephone Consumer
 21 Protection Act of 1991 ("TCPA").

22 • *Pappas v. Naked Juice Co. of Glendora, Inc.*, No. 2:11-cv-8276-JAK-PLA (C.D.
 23 Cal.) (Hon. John A. Kronstadt) (Final Approval January 2014): AW appointed co-lead counsel after
 24 contested applications in this food false labeling action; resulted in nationwide settlement for \$9 million
 25 non-reversionary fund and injunctive relief in the form of product labeling changes, and periodic audits
 26 to assure compliance with labeling representations.

- *Weiss v. Los Angeles*, No. BC141354 (LASC) (Hon. James C. Chalfant) (Judgment 14): AW, as class counsel, won a writ of mandate trial to stop the allegedly illegal practice of parking violation notices, judgment affirmed on appeal.

- *Alvarez v. Sirius XM Radio Inc.*, No. 2:18-cv-08605 (C.D. Cal.) (Hon. James R. Robart, presiding) lead plaintiffs' counsel in this breach of contract class action alleging that defendant did not provide plaintiffs with lifetime subscriptions. A class settlement in principle has been reached while plaintiffs' federal court's granting the motion to compel arbitration was pending, and in is in the process of finalization.

- *Novoa v. The Geo Group, Inc.*, No. 5:17-cv-02514-JGB-SHK (C.D. Cal.) (Hon. Al): AW is co-counsel for the plaintiffs; case challenges private prison's alleged practices of against immigration detainees.

- *In re: U.S. Office of Pers. Mgmt. Data Sec. Breach Litig.*, No. 1:15-mc-01394-ABJ (D.C. Amy Berman Jackson): AW selected to the PSC after contested leadership applications in personnel data breach. Order granting motion to dismiss recently reversed in part by D.C. Court of Appeals.

- *In re: Kind LLC “All Natural” Litig.*, No. 1:15-md-02645-WHP (S.D.N.Y.) (Hon. Buley): AW appointed interim co-lead counsel for the plaintiff class by MDL Court after membership applications in false labeling food case.

AW'S ATTORNEYS' FEES

77. In my last declaration in support of Class Counsel’s original Motion for an Award of Attorneys’ Fees and Expenses (Dkt. 149 (my “Prior Fee Declaration”)), I reported that AW and two attorneys acting as counsel to AW had expended 1,490.30 hours in this litigation through November 30, 2017. Since that time, AW has expended an additional 126.7 hours in this litigation through November 30, 2019 that are included here. As described below, we are not including any work performed on the prior Motion for Attorneys’ Fees and Expenses and for Class Representative Service Awards (Dkt. 140 (the “Original Fee Motion”)), and are removing 37.9 hours from the 1,490.30 hours previously reported, which were expended working on the Original Fee Motion. Accordingly, the lodestar that this

1 Declaration supports represents 1,579.1 hours of work by AW attorneys and staff, amounting to
 2 \$1,150,895 in fees, as detailed below and in **Exhibit B**.

3 78. I expect that AW will incur significant additional hours of time to see this case through
 4 completion of the settlement, including: finalizing and filing these renewed fee motion papers;
 5 responding to class member inquiries or challenges; responding to any requests for exclusion or
 6 objections; working with Defendants and the settlement administrator on the distribution of awards to
 7 the Class; monitoring the award distributions to the Class; ensuring that any residual is paid to the Court-
 8 approved *cy pres* beneficiaries; reporting to the Court that the distribution of settlement funds has been
 9 completed; and ensuring that Defendants comply with the injunction requirements of the Settlement. I
 10 expect to maintain a high level of oversight and involvement in this process; therefore, I anticipate
 11 incurring significant additional lodestar in the future.

12 79. AW's representation of the Plaintiff Class was on a wholly contingent basis. The firm
 13 devoted substantial resources to this matter, and we have received no payment for any of the over 1,500
 14 hours of services performed or the thousands of dollars in out of pocket costs and expenses that my firm
 15 committed to the litigation of this case. We did this, with no guarantee of repayment, because of the
 16 importance of this case. Moreover, given AW's resources, we can take on only a limited number of
 17 cases. Thus, AW was required to forego other financial opportunities to litigate this case. AW thus took
 18 this case with the expectation that the firm would receive a risk enhancement in the event we prevailed.

19 80. All attorneys and legal staff at AW are instructed to maintain contemporaneous time
 20 records reflecting the time spent on this and other matters. In all instances, the time keeper indicates the
 21 date and amount of time spent on a task to one-tenth of an hour; describes the work that was performed
 22 during the indicated time period; and identifies the case to which the time should be charged.

23 81. AW made every effort to litigate this matter efficiently by coordinating the work of AW's
 24 attorneys and paralegals, and the other law firms involved, minimizing duplication, and assigning tasks
 25 in a time and cost-efficient manner, based on the time keepers' experience levels and talents.

26 82. I reviewed the records of all time that all AW timekeepers and Mr. Suciu billed to this
 27 matter. I have excluded here hours spent on the original Fee Motion and the present Renewed Motion
 28 for Attorneys' Fees. In my Prior Fee Declaration, I reported that my review at that time resulted in a

1 reduction of approximately 52 total hours at that time. I now have reduced AW's hours by a total of
 2 approximately 251 hours, which includes the 52 hours previously reduced, as well as all work expended
 3 on the Original Fee Motion (including 37.9 hours reported in my Prior Declaration that were expended
 4 on the Original Fee Motion) and the present Renewed Fee Motion. The hours reported in this Declaration
 5 do not include any of these reduced amounts. I also exercised billing judgment by deleting time entries
 6 that I deemed to be duplicative, inefficient, vague, administrative, or otherwise non-compensable.

7 83. The remaining hours AW billed were properly and necessarily spent on the firm's
 8 assigned tasks and projects. The detailed time records for the remaining hours spent by my firm and
 9 billed to this case are available to the Court for *in camera* review upon request. I certify to the Court
 10 that AW's fee records accurately reflect work actually, reasonably, and necessarily performed in
 11 connection with the litigation of this matter. I believe that the hours spent reflect time spent reasonably
 12 litigating this case, in which Tina Wolfson and I have sought to manage and staff efficiently as described
 13 above.

14 84. A summary of rates and hours expended by AW's professionals (including Messrs. Custis
 15 and Suciu, and not including any time expended with respect to the Fee Motions), as of February 15,
 16 2020, is set forth as follows:

Professional	Title	Billable Rate	Billable Hours	Billable Fees
Tina Wolfson	Senior Partner	\$850	359.2	\$305,320.00
Robert Ahdoot	Senior Partner	\$850	548.2	\$465,970.00
Theodore Maya	Partner	\$675	208.4	\$140,670.00
Bradley King	Associate	\$475	17.0	\$8,075.00
Vanessa Shakib	Associate	\$475	62.7	\$29,782.50
Meredith Lierz	Associate	\$425	168.5	\$71,612.50
Keith Custis	Of Counsel	\$625	162.0	\$101,250.00
Nick Suciu, III	Co-Counsel	\$650	41.1	\$26,715.00
Diana Kiem	Paralegal	\$125	10.1	\$1,262.50
Jessielle Fabian	Paralegal	\$125	1.9	\$237.50
TOTALS:			1,579.1	\$1,150,895.00

24 85. All Plaintiffs' Counsel who billed on this matter, including Class Counsel, have applied
 25 the American Bar Association's Uniform Task-Based Management System ("UTBMS") to categorize
 26 their billable hours by litigation activity. *See* Description of UTBMS *available at*
 27 https://www.americanbar.org/groups/litigation/resources/uniform_task_based_management_system/litigation_code_definitions.html (last visited Mar. 10, 2020).

1 86. All attorneys (including AW's Co-Counsel) who worked on this matter billed a total of
 2 2,923.8 hours for a total lodestar of \$1,961,905.00. The time expended by all attorneys who worked on
 3 this matter, as reported by our Co-Class Counsel Firms and including AW's time, categorized by
 4 UTBMS Code, is attached hereto as **Exhibit B**.

5 87. Below is a summary of all billable hours expended on this case through November 30,
 6 2019 by UTBMS Code:

UTBMS Code	UTBMS Description	Time Sought	% of Total Fees
L100	Case Assessment, Development and Administration	63.5	2.2%
L110	Fact Investigation/Development	176.9	6.1%
L120	Analysis/Strategy	113.0	3.9%
L160	Settlement/Non-Binding ADR	1,199.9	41.0%
L190	Other Case Assessment, Development and Administration	109.5	3.7%
L210	Pleadings	108.8	3.7%
L230	Court Mandated Conferences	22.3	0.8%
L250	Other Written Motions and Submissions	256.9	8.8%
L260	Class Action Certification and Notice	194.2	6.6%
L300	Discovery	420.1	14.4%
L310	Written Discovery	104.5	3.6%
L320	Document Production	149.9	5.1%
L460	Post-Trial Motions and Submissions	0.0	0.0%
L500	Appeal	4.3	0.1%
Total		2,923.8	100%

22 88. L100 Case Assessment, Development and Administration: The ABA defines this general
 23 category as “[f]ocus[ing] on the case as a whole, the ‘forest’ rather than the ‘trees’”. In the context of
 24 this litigation, Plaintiffs’ Counsel included in this category time spent communicating with the Plaintiffs
 25 and the media about general case status. Plaintiffs’ Counsel reasonably expended 63.5 hours under this
 26 subcategory. This has not changed since my Prior Fee Declaration.

1 89. L110 Fact Investigation / Development: The ABA defines this subcategory as “[a]ll
 2 actions to investigate and understand the facts of a matter. Covers interviews of client personnel and
 3 potential witnesses, review of documents to learn the facts of the case (but not for document production,
 4 L320), work with an investigator, and all related communications and correspondence.” Plaintiffs’
 5 Counsel included in this category time spent communicating with the Plaintiffs, other riders who used
 6 the Uber App across all various platforms, drivers, experts, and other witnesses, in connection with
 7 Counsel’s factual investigation of this matter. This category does not include hours expended on
 8 discovery which are included in the L300, L310, and L320 categories described below. Plaintiffs’
 9 Counsel reasonably expended 176.9 hours under this subcategory. This has not changed since my Prior
 10 Fee Declaration.

11 90. L120 Analysis / Strategy: The ABA defines this subcategory as “[t]he thinking,
 12 strategizing, and planning for a case, including discussions, writing, and meetings on case strategy. Also
 13 includes initial legal research for case assessment purposes and legal research for developing a basic case
 14 strategy.” Plaintiffs’ Counsel included in this category time spent performing general and early case
 15 research, and conferencing regarding strategy among Plaintiffs’ Counsel. Also in this category
 16 Plaintiffs’ Counsel included time setting up the working structure between the groups of attorneys who
 17 filed the *Mena* and *McKnight* matters. Plaintiffs’ Counsel reasonably expended 113 hours under this
 18 subcategory. This has not changed since my Prior Fee Declaration.

19 91. L160 Settlement/Non-Binding ADR: The ABA defines this subcategory as “[a]ll
 20 activities directed specifically to settlement. Encompasses planning for and participating in settlement
 21 discussions, conferences, and hearings and implementing a settlement. Covers pursuing and
 22 participating in mediation and other non-binding Alternative Dispute Resolution (ADR) procedures.”
 23 Plaintiffs’ Counsel included in this subcategory time spent attending and preparing for six mediations
 24 and a settlement conference before Judge Spero, participating in numerous direct settlement discussions,
 25 researching and drafting mediation statements, conducting settlement administration and negotiating and
 26 drafting the parties’ Stipulation of Settlement and the exhibits thereto. In my Prior Fee Declaration, I
 27 reported that Plaintiffs’ Counsel reasonably expended 1,073.8 hours under this subcategory. Now, the
 28 figure has increased to 1,199.5 hours. This includes all time related to Plaintiffs’ Motion for Preliminary

1 Approval of Class Action, the Motion for Final Approval and briefs responding to objections and
 2 objectors' filings, and preparation for the Final Approval Hearing, as detailed below and in Exhibit B.

3 92. L190 Other Case Assessment, Development and Administration: The subcategory is
 4 considered a catchall, and includes “[t]ime not attributable to any other overall task.” In the context of
 5 this litigation, Plaintiffs’ Counsel included in this category time spent preparing retainer agreements,
 6 and performing general case calendaring. This subcategory also includes time spent on tasks related to
 7 the monitoring of, and coordinating with, overlapping, related cases listed in the Motion for Attorneys’
 8 Fees and Expenses concurrently filed herewith. Plaintiffs’ Counsel reasonably expended 109.5 hours
 9 under this subcategory. This has not changed since my Prior Fee Declaration.

10 93. L210 Pleadings: The ABA defines this subcategory as “[d]eveloping (researching,
 11 drafting, editing, filing) and reviewing complaints, answers, counter-claims and third-party complaints.
 12 It also embraces motions directed at pleadings such as motions to dismiss, motions to strike, and
 13 jurisdictional motions.” This subcategory includes time spent preparing and serving the initial complaint
 14 in the *McKnight* matter and the initial and amended complaints in the *Mena* matter. It also includes time
 15 spent preparing and serving the Consolidated Complaint. This subcategory further includes time spent
 16 on reviewing or preparing or responding to other motions and notices such Motions to Seal,
 17 Administrative Motion to Consider Whether Cases Should Be Related, Notice of Related Cases, *etc.*
 18 Plaintiffs’ Counsel reasonably expended 108.8 hours under this subcategory. This has not changed since
 19 my Prior Fee Declaration.

20 94. L230 Court Mandated Conferences: This subcategory includes time spent drafting and
 21 filing case management statements. It also includes time spent preparing for, traveling to, and attending
 22 regularly scheduled case management conferences and hearings, including the Final Approval Hearing.
 23 In my Prior Fee Declaration, I reported that Plaintiffs’ Counsel reasonably expended 21.7 hours under
 24 this subcategory. Now, the figure has increased to 22.3 hours.

25 95. L250 Other Written Motions and Submissions: The ABA defines this subcategory as
 26 “[d]eveloping, responding to, and arguing all motions other than dispositive (L240), pleadings (L210),
 27 and discovery (L350), such as motions to consolidate, to bifurcate, to remand, to stay, to compel
 28 arbitration, for MDL treatment and for change of venue.” This subcategory includes time spent opposing

1 Defendants' Motions to Compel Arbitration and Motions to Stay before the District Court. It also
 2 includes time spent related to miscellaneous stipulations regarding case deadlines. Plaintiffs' Counsel
 3 reasonably expended 256.9 hours under this subcategory. This has not changed since my Prior Fee
 4 Declaration.

5 96. L260 Class Certification and Notice: This subcategory includes all time related to
 6 proceedings that are unique to class action litigation. In the context of this litigation, Plaintiffs' Counsel
 7 included in this category time spent conducting legal research regarding class certification as it relates
 8 to this matter and other false pricing and misrepresentation class settlements, and preparing Plaintiffs'
 9 Motion for Preliminary Approval of Class Action Settlement. Plaintiffs' Counsel reasonably expended
 10 194.2 hours under this subcategory. This has not changed since my Prior Fee Declaration.

11 97. L300 Discovery: This category includes time spent on general discovery matters and
 12 billing entries that could be categorized under one or more discovery subcategories. It primarily relates
 13 to Plaintiffs' efforts to review documents produced by Defendants, review documents from other related
 14 cases (such as the Motions to Compel in the District Attorneys' case and pleadings, and discovery from
 15 other relevant cases). Plaintiffs' Counsel reasonably expended 420.1 hours under this subcategory. This
 16 has not changed since my Prior Fee Declaration. Although AW did conduct further discovery following
 17 the Final Approval Order, because it relates to the current renewed Motion for Attorneys' Fees, time
 18 spent in connection with such efforts is not included here.

19 98. L310 Written Discovery: This subcategory includes time spent drafting, responding and
 20 objecting to, and meeting and conferring about interrogatories. Plaintiffs propounded interrogatories
 21 germane to Uber's policies and practices and extensive meet and confer efforts related thereto. Plaintiffs'
 22 Counsel reasonably expended 104.5 hours under this subcategory. This has not changed since my Prior
 23 Fee Declaration.

24 99. L320 Document Production: This subcategory includes time spent drafting, responding
 25 and objecting to, and meeting and conferring about document requests during confirmatory discovery
 26 including meeting and conferring with Defendants. Plaintiffs' Counsel reasonably expended 149.9 hours
 27 under this subcategory. This has not changed since my Prior Fee Declaration.

100. L460 Post-Trial Motions and Submissions: In my Prior Fee Declaration, I included 37.9
 2 hours under this subcategory for time spent researching and drafting Plaintiffs' Motions for an Award of
 3 Reasonable Attorneys' Fees, Expenses, and Costs and Plaintiffs' Motion for Service Awards. That figure
 4 has been removed from the hours reported here and, accordingly, this subcategory has been reduced to
 5 zero.

101. L500 Appeal: The category includes all time related to the any appeal of the Court's ruling
 2 on the Motion to Compel Arbitration and the process after an appeal, including the likelihood of a Court
 3 imposed stay at the trial level. In the context of this litigation, Plaintiffs' Counsel included in this category
 4 time spent researching the appellate process and an analysis of possible appellate issues, and the factors
 5 related to a Court's decision to stay a case pending any appeal of an Arbitration ruling. Plaintiffs' Counsel
 6 reasonably expended 4.3 hours under this category. This has not changed since my Prior Fee Declaration.

AW'S REASONABLE HOURLY RATES

102. I believe that my firm's rates are fully commensurate with the hourly rates of other
 2 nationally prominent firms performing similar work for both plaintiffs and defendants. After considering
 3 all of these data points, I have determined that the rates are reasonable for each of the AW professionals
 4 who worked on this matter.

103. Because of the importance of recovery of attorney fee awards in contingency cases to a
 2 plaintiffs' class action practice firm such as AW, we keep current on federal and California state law
 3 developments on the subject of attorneys' fees. Accordingly, AW is familiar with the prevailing market
 4 rates for leading attorneys in California for trial court, complex and class action litigation of important
 5 issues.

104. AW periodically establishes hourly rates for the firm's billing personnel. AW establishes
 2 the rates based on prevailing market rates for attorneys and law firms in the Los Angeles area that have
 3 attorneys and staff of comparable skill, experience, and qualifications. AW obtains information
 4 concerning market rates from other attorneys in the area that have similar experience doing similar work,
 5 from information that occasionally appears in the local press and national bar publications, and in orders
 6 awarding attorneys' fees in similar cases.

105. The bulk of AW's practice is contingent, and many of my firm's cases have been large

1 and substantial in settlements or verdicts. In contingent risk cases, my firm and other firms doing this
 2 type of work frequently advance tens or hundreds of thousands of dollars in expenses and costs and defer
 3 all payment of our fees for several years, with no guarantee that any of the fees we incurred or costs we
 4 advanced would ever be recovered.

5 106. AW primarily represents clients on a contingent fee basis, both in class and individual
 6 cases. However, and although it is a small portion of its practice, AW also represents clients on an hourly
 7 basis and is paid according to its then-current hourly rates. AW is currently retained at the hourly rates
 8 used to calculate its lodestar in this matter.

9 107. Courts have awarded AW attorneys' fees at rates that are comparable to the rates
 10 applicable to this matter. *See, e.g., Eck, et al. v. City of Los Angeles*, No. BC577028 (Los Angeles
 11 Superior Court ("LASC") (February 2018) (\$295 million finally approved settlement where the Court
 12 awarded Class Counsel's full request of approximately \$15 million based on percentage of the fund
 13 method and the virtually the same hourly rates); *Lavinsky v. City of Los Angeles*, No. BC542245 (LASC)
 14 (October 2019) (\$51 million minimum value finally approved settlement where the Court awarded Class
 15 Counsel's full request of approximately \$8 million based on percentage of the fund method and the
 16 virtually the same hourly rates); *Pantelyat v. Bank of America*, No. 1:16-cv-08964 (S.D.N.Y. Jan. 31,
 17 2019) (Dkt. 116; \$22 million finally approved settlement where the Court awarded Class Counsel's full
 18 request of \$5.5 million based on percentage of the fund method and the same hourly rates); *Williamson,*
 19 *et al. vs. McAfee, Inc.*, Case No. 5:14-cv-00158-EJD (N.D. Cal. Feb. 15, 2017) (Dkt. 118; \$85 Million
 20 settlement in deceptive auto renewal case); *Smith v. Floor & Decor Outlets of Am., Inc.*, Case No. 1:15-
 21 cv-04316-ELR, (N.D. Ga. Jan. 10, 2017) (Dkt. No. 69; \$14.5 Million product liability settlement re:
 22 laminate flooring); *Chimeno-Buzzi v. Hollister Co.*, Case No. 1:14-cv-23120-MGC (S.D. Fla. April 11,
 23 2016) (Dkt. No. 155; \$10 Million TCPA Settlement).

24 108. The rates charged by AW are reasonable and well within the range of rates charged by
 25 comparably qualifying attorneys for comparably complex work. Comparable hourly rates have been
 26 found reasonable in numerous cases.

27 109. Moreover, the rates requested by AW are in line with the non-contingent market rates
 28 charged by attorneys of reasonably comparable experience, skill, and reputation for reasonably

1 comparable services and supported by surveys of legal rates, including the following:

2 • In December 2015, Thomson Reuters published its Legal Billing Report, Volume
 3 17, Number 3. A true and correct copy of the pages of that report listing California and West Regions is
 4 attached hereto as **Exhibit C**. It shows that the rates claimed by AW are well within the range of rates
 5 found reasonable for other law firms.

6 • On January 5, 2015, the National Law Journal published an article about its then
 7 current rate survey entitled “Billing Rates Rise, Discounts Abound.” A true and correct copy of that
 8 article is attached hereto as **Exhibit D**. It contains the rates charged by numerous Los Angeles area law
 9 firms handling comparably complex litigation. AW’s rates are well in line with those rates.

10 • The 2015 Real Rate Report Snapshot published by Ty Metrix/Legal Analytics
 11 summarizes the 2014 “real rates” for partners and associates in various cities. A copy of the relevant
 12 pages is attached hereto as **Exhibit E**. It shows, for example, that for the Los Angeles area attorneys
 13 surveyed (1,392 partners, 1,947 associates), the Third Quartile of hourly rates for partners in 2014 was
 14 \$823.63. The Third Quartile hourly rate for associates was \$574.84. Given the excellent quality of Class
 15 Counsel’s work and the results obtained here, in my opinion rates higher than the Third Quartile are the
 16 most appropriate measure. Moreover, since 2014, most Los Angeles Area firms have raised their rates
 17 by at least 5-10%.

18 • On January 13, 2014, the National Law Journal published an article about its most
 19 recent rate survey. That article included a chart listing the billing rates of the 50 firms that charge the
 20 highest average hourly rates for partners. A true and correct copy of that article is attached hereto as
 21 **Exhibit F**. Of the 50 firms listed, several have offices in the Los Angeles Area and many others have
 22 significant litigation experience in this area. And, although the rates that AW is requesting here are
 23 *lower* than many of the rates charged by the listed firms, the NLJ chart does show the *range* of rates
 24 charged for similar services, which is the applicable standard.

25 • The 2013 Real Rate Report Snapshot published by Ty Metrix/Legal Analytics
 26 summarizes the “real rates” for partners and associates in various cities. A copy of the relevant pages is
 27 attached hereto as **Exhibit G**. It shows that for the Los Angeles Area attorneys surveyed (972 partners,
 28 1,239 associates), the Third Quartile partner rate in 2012 was \$816.89 per hour and the associate rate

1 was \$531.63 per hour. Given the excellent quality of the work performed and results obtained here, in
2 my opinion rates higher than the Third Quartile are the most appropriate measure. Moreover, since 2012,
3 most Los Angeles Area firms have raised their rates by at least 5-10%.

4 • In an article entitled “On Sale: The \$1,150-Per Hour Lawyer,” written by Jennifer
5 Smith and published in the Wall Street Journal on April 9, 2013, the author describes the rapidly growing
6 number of lawyers billing at \$1,150 or more revealed in public filings and major surveys. A true and
7 correct copy of that article is attached hereto as **Exhibit H**. The article also notes that in the first quarter
8 of 2013, the 50 top grossing law firms billed their partners at an *average* rate between \$879 and \$882
9 per hour.

REASONABLE EXPENSES

11 110. AW is seeking reimbursement of its reasonable out-of-pocket expenses incurred in this
12 matter. It is my firm's practice to ensure that all costs and expenses are accurately assigned to the
13 appropriate case. Below are the true and correct expenses my firm incurred in litigating this matter from
14 inception through February 15, 2019, for which we are claiming reimbursement. My firm's total expenses
15 in this matter through February 15, 2019 come to \$16,995.09. AW paid these expenses on a regular and
16 timely basis as they were incurred, over the course of this litigation, without any guarantee of being
17 reimbursed. I certify to the Court that the foregoing expenses are correct, have been necessarily incurred
18 in this case, and not in connection with the present motion.

Description	Amount
Attorney Service Fees & Messenger	\$756.47
Filing Fees	\$400.00
Mediation Fees	\$6,216.67
Pacer Fees	\$259.80
Postage & Fedex	\$112.63
Travel (Airfare, Ground Transport, Hotel)	\$9,164.76
Transcript Fees	\$84.76
Total	\$16,995.09

111. The foregoing expenses were incurred solely in connection with this litigation. These expenses are reflected in the books and records of my firm, which are kept in the ordinary course and

1 prepared from expense vouchers, check records, and other documents.

2 112. Attached hereto as **Exhibit I** is a transaction report, generated from AW's accounting
3 software, detailing each of these expenses.

4 113. AW has not listed its expenses incurred for in-house electronic research fees
5 (Westlaw/LexisNexis), in-house copies, facsimile, mileage, telephone, costs related to the Fee Motions
6 (such expert witness fees), *etc.* and, in an exercise of discretion, does not seek reimbursement for such
7 expenses. AW's travel expenses reflected here exclude meals and entertainment, and are limited to
8 airfare, hotels, and ground transportation. All airfare was economy class and all hotels did not exceed
9 \$435 per night. Travel expenses were incurred as a result of travel to attend court hearings, in person
10 settlement conferences, mediation, and three days of confirmatory discovery work in San Francisco.

11 114. AW's costs and expenses are fully documented and reasonable.

12
13 I declare under penalty of perjury under the laws of California and of the United States that the
14 foregoing is true and correct. Executed this 12th day of March 2020, in Los Angeles, California.

15
16
17
18
19 
ROBERT R. AHDOOT

EXHIBIT A



AHDOOT & WOLFSON, PC

ATTORNEYS

Ahdoot & Wolfson, PC (“AW”) is a nationally recognized law firm founded in 1998 that specializes in complex and class action litigation, with a focus on consumer fraud, anti-competitive business practices, privacy rights, employee rights, defective products, civil rights, and taxpayer rights and unfair practices by municipalities. The attorneys at AW are experienced litigators who have vindicated the rights of millions of class members in protracted, complex litigation, to successful results. AW has been appointed to the leadership teams in numerous class actions in both state and federal courts.

Tina Wolfson graduated Harvard Law School *cum laude* in 1994. Ms. Wolfson began her civil litigation career at the Los Angeles office of Morrison & Foerster, LLP, where she defended major corporations in complex actions and represented indigent individuals in immigration and deportation trials as part of the firm’s *pro bono* practice. She then gained further invaluable litigation and trial experience at a boutique firm, focusing on representing plaintiffs on a contingency basis in civil rights and employee rights cases. Since co-founding AW in 1998, Ms. Wolfson had lead numerous class actions to successful results. Ms. Wolfson is a member of the California, New York and District of Columbia Bars.

Recognized for her deep class action experience, Ms. Wolfson frequently lectures on numerous class action topics across the country. Her notable speaking engagements include:

- Class Action Mastery Forum at the University Of San Diego School of Law (Data Breach/Privacy Class Action Panel) January 16, 2019;
- Association of Business Trial Lawyers: “Navigating Class Action Settlement Negotiations and Court Approval: A Discussion with the Experts,” Los Angeles May 2017, featuring Hon. Philip S. Gutierrez and Hon. Jay C. Gandhi;
- CalBar Privacy Panel: “Privacy Law Symposium: Insider Views on Emerging Trends in Privacy Law Litigation and Enforcement Actions in California,” Los Angeles Mar. 2017 (Moderator), featuring Hon. Kim Dunning;
- HarrisMartin: Equifax Data Breach Litigation Conference, November 2017, Atlanta (Co-Chair).
- American Conference Institute: “2nd Cross-Industry and Interdisciplinary Summit on Defending and Managing Complex Class Actions,” April 2016, New York: Class Action Mock Settlement Exercise featuring the Hon. Anthony J. Mohr;

- Federal Bar Association: N.D. Cal. Chapter “2016 Class Action Symposium,” San Francisco Dec. 2016 (Co-Chair), featuring Hon. Joseph F. Anderson, Jr. and Hon. Susan Y. Illston;
- Federal Bar Association: “The Future of Class Actions: Cutting Edge Topics in Class Action Litigation,” San Francisco Nov. 2015 (Co-Chair &Faculty), featuring Hon. Jon S. Tigar and Hon. Laurel Beeler.
- American Association for Justice: AAJ 2015 Annual Convention – “The Mechanics of Class Action Certification,” July 2015, Montreal, Canada.
- HarrisMartin: Data Breach Litigation Conference: The Coming of Age – “The First Hurdles: Standing and Other Motion to Dismiss Arguments,” March 2015, San Diego.
- Bridgeport: 2015 Annual Consumer Class Action Conference, February 2015, Miami (Co-Chair).
- Venable, LLP: Invited by former opposing counsel to present mock oral argument on a motion to certify the class in a food labeling case, Hon. Marilyn Hall Patel (Ret.) presiding, October 2014, San Francisco.
- Bridgeport: 15th Annual Class Action Litigation Conference – “Food Labeling and Nutritional Claim Specific Class Actions,” September 2014, San Francisco (Co-Chair and Panelist).
- Bridgeport: 2014 Consumer Class Action Conference – “Hot Topics in Food Class Action Litigation,” June 2014, Chicago.
- Perrin Conferences: Challenges Facing the Food and Beverage Industries in Complex Consumer Litigations, invited to discuss cutting edge developments in settlement negotiations, notice, and other topics, April 2014, Chicago.
- Bridgeport: Class Action Litigation & Management Conference – “Getting Your Settlement Approved,” April 2014, Los Angeles.
- HarrisMartin: Target Data Security Breach Litigation Conference – “Neiman Marcus and Michael’s Data Breach Cases and the Future of Data Breach Cases,” March 2014, San Diego.
- Bridgeport: Advertising, Marketing & Media Law: Litigation and Best Management Practices – “Class Waivers and Arbitration Provisions Post-*Concepcion / Oxford Health Care*,” March 2014, Los Angeles

Ms. Wolfson currently serves as a Ninth Circuit Lawyer Representative for the Central District of California, as Vice President of the Federal Litigation Section of the Federal Bar Association, as a member of the American Business Trial Lawyer Association, as a participant at the Duke Law School Conferences and the Institute for the Advancement of the American Legal System, and on the Board of Public Justice.

Robert Ahdoot graduated from Pepperdine Law School *cum laude* in 1994, where he served as Literary Editor of the Pepperdine Law Review. Mr. Ahdoot clerked for the Honorable Paul Flynn at the California Court of Appeals, and then began his career as a civil litigator at the Los Angeles office of Mendes & Mount, LLP, where he defended large corporations and syndicates such as Lloyds of London in complex environmental and construction-related litigation as well as a variety of other matters. Since co-founding AW in 1998, Mr. Ahdoot had led numerous class actions to successful results. Recognized for his deep class action experience, Mr. Ahdoot frequently lectures on numerous class action topics across the country. His notable speaking engagements include:

- MassTorts Made Perfect: Speaker Conference, April 2019, Las Vegas: “Legal Fees: How Companies and Governments Charge The Public, and How You Can Fight Back.”
- HarrisMartin: Lumber Liquidators Flooring Litigation Conference, May 2015, Minneapolis: “Best Legal Claims and Defenses.”
- Bridgeport: 15th Annual Class Action Litigation Conference, September 2014, San Francisco: “The Scourge of the System: Serial Objectors.”
- Strafford Webinars: Crafting Class Settlement Notice Programs: Due Process, Reach, Claims Rates and More, February 2014: “Minimizing Court Scrutiny and Overcoming Objector Challenges.”
- Pincus: Wage & Hour and Consumer Class Actions for Newer Attorneys: The Do’s and Don’ts, January 2014, Los Angeles: “Current Uses for the 17200, the CLRA and PAGA.”
- Bridgeport: 2013 Class Action Litigation & Management Conference, August 2013, San Francisco: “Settlement Mechanics and Strategy.”

Theodore W. Maya graduated from UCLA Law School in 2002 after serving as Editor-in-Chief of the UCLA Law Review. From July 2003 to August 2004, Mr. Maya served as Law Clerk to the Honorable Gary Allen Feess in the United States District Court for the Central District of California. Mr. Maya was also a litigation associate in the Los Angeles offices of Kaye Scholer LLP for approximately eight years where he worked on a large variety of complex commercial litigation from inception through trial. Mr. Maya was named “Advocate of the Year” for 2007 by the Consumer Law Project of Public Counsel for successful pro bono representation of a victim of a large-scale equity fraud ring.

Bradley K. King is a member of the Bars of the States of New Jersey, New York, District of Columbia, and California. He graduated from Pepperdine University School of Law in 2010, where he served as Associate Editor of the Pepperdine Law Review. He worked as a law clerk for the California Office of the Attorney General, Correctional Law Section in

Los Angeles and was a certified law clerk for the Ventura County District Attorney's Office. Mr. King began his legal career at a boutique civil rights law firm, gaining litigation experience in a wide variety of practice areas, including employment law, police misconduct, municipal contracts, criminal defense, and premises liability cases.

Recent Notable Cases

In *Eck v. City of Los Angeles*, No. BC577028 (LASC) (Hon. Ann I. Jones), AW was appointed class counsel in a \$295 million settlement in a case alleging that an 8% surcharge on Los Angeles electricity rates was an illegal tax. Final settlement approval was affirmed on appeal in October 2019.

In *Kirby v. McAfee, Inc.*, No. 5:14-cv-02475-EJD (N.D. Cal.) (Hon. Edward J. Davila), a case arising from McAfee's auto renewal and discount practices, AW and co-counsel achieved a settlement that made \$80 million available to the class and required McAfee to notify customers regarding auto-renewals at an undiscounted subscription price and change its policy regarding the past pricing it lists as a reference to any current discount.

As co-lead counsel in *Berman v. Gen. Motors, LLC*, No. 2:18-cv-14371-RLR (S.D. Fla.) (Hon. Robin L. Rosenberg) (vehicle oil consumption defect class action), AW achieved a \$40 million settlement.

In *Lavinsky v. City of Los Angeles*, No. BC542245 (LASC) (Hon. Ann I. Jones), a class action alleging the city unlawfully overcharged residents for utility taxes, AW certified the plaintiff class in litigation and then achieved a \$51 million class settlement.

In *Pantelyat v. Bank of America, N.A.*, No. 1:16-cv-08964-AJN (S.D.N.Y.) (Hon. Alison J. Nathan), a class action arising from allegedly improper overdraft fees, AW served as sole class counsel for plaintiffs and achieved a \$22 million class settlement, representing approximately 80% of total revenues gleaned by the bank's alleged conduct.

In *Owens v. Bank of America, N.A.*, No. 1:19-cv-20614-MGC (S.D. FL) (Hon. Marcia G. Cooke), AW served as co-lead counsel and achieved a \$4.95 million settlement between Bank of America and account holders who claimed the Bank breached its contract by assessing overdraft fees resulting from various non-recurring transactions.

As co-lead counsel in the *Experian Data Breach Litigation*, No. 8:15-cv-01592-AG-DFM (C.D. Cal.) (Hon. Andrew J. Guilford), which affected nearly 15 million class members, AW achieved a settlement conservatively valued at over \$150 million. Each class member is entitled to two years of additional premium credit monitoring and ID theft insurance (to begin whenever their current credit monitoring product, if any, expires) plus monetary relief (in the form of either documented losses or a default payment for non-documented claims). Experian is also providing robust injunctive relief. Judge Guilford praised counsel's efforts and efficiency in achieving the settlement, commenting "You folks have truly done a great job, both sides. I commend you."

In the *Premera Blue Cross Customer Data Sec. Breach Litigation*, No. 3:15-cv-2633-SI (D. Or.) (Hon. Michael H. Simon), a case arising from a data breach disclosing the sensitive personal and medical information of 11 million Premera Blue Cross members, AW was

instrumental in litigating the case through class certification and achieving a class settlement valued at \$74 million.

In *The Home Depot, Inc., Customer Data Sec. Breach Litigation*, No. 1:14-md-02583-TWT (N.D. Ga.) (Hon. Thomas W. Thrash Jr.), AW served on the consumer PSC and was instrumental in achieving a \$29 million settlement fund and robust injunctive relief to the consumer class. As co-lead counsel in *Gordon v. Chipotle Mexican Grill, Inc.*, No. 1:17-cv-01415-CMA-MLC (D. Colo.) (Hon. Christine M. Arguello), AW secured a settlement for the nationwide class that provides for up to \$250 in claimed damages or \$10,000 in extraordinary damages.

In *Adlouni v. UCLA Health Sys. Auxiliary*, No. BC589243 (Cal. Super. Ct. Los Angeles Cty. (“LASC”)) (Hon. Daniel J. Buckley), AW, as a member of the PSC for patients impacted by university medical data breach, achieved a settlement providing two years of credit monitoring, a \$5,2750,000 fund, and robust injunctive relief.

As lead counsel in *Remijas v. Neiman Marcus Group, LLC*, No. 14-cv-1735 (N.D. Ill.) (Hon. Sharon Johnson Coleman), AW successfully appealed the trial court’s order granting a motion to dismiss based on lack of Article III standing. The Seventh Circuit’s groundbreaking opinion, now cited in every standing brief, was the first appellate decision to consider the issue of Article III standing in data breach cases in light of the Supreme Court’s decision in *Clapper v. Amnesty International USA*, 568 U.S. 398 (2013) and concluded that data breach victims have standing to pursue claims based on the increased risk of identity theft and fraud, even before that theft or fraud materializes in out-of-pocket damages. *Remijas v. Neiman Marcus Group, LLC*, 794 F.3d 688 (7th Cir. 2015) (reversed and remanded).

Similarly, in the *U.S. Office of Personnel Management Data Security Breach Litigation*, No. 1:15-mc-1394-ABJ (D.D.C.) (Hon. Amy Berman Jackson), AW briefed and argued, in part, the granted motions to dismiss based on standing, and briefed in part the successful appeal to the D.C. Circuit.

AW also serves co-lead interim class counsel in the *Google Location History Litigation*, No. 5:18-cv-5062-EJD (N.D. Cal.) (Hon. Edward J. Davila), a consumer class action arising from Google’s allegedly unlawful collection and use of mobile device location information on all Android and iPhone devices.

In the *Allergan Biocell Textured Breast Implant Products Liability Litigation*, No. 2:19-md-2921-BRM-JAD (D.N.J.), AW is serving as a member of plaintiffs’ executive committee in a hybrid action alleging breast implants are linked to cancer. In the *ZF-TRW Airbag Control Units Products Liability Litigation*, No. 2:19-md-2905-JAK-FFM (C.D. Cal.), AW is serving on the plaintiffs’ executive committee.

AW is also serving as plaintiffs’ counsel in consumer privacy rights cases involving the right to control the collection and use of biometric information, successfully opposing motions to dismiss based on lack of standing. *See, e.g., Rivera v. Google LLC*, No. 19-1182 (7th Cir.) (order granting summary judgment currently on appeal to the Seventh Circuit); *Azzano v. Google LLC*, No. 2019-CH-11153 (Ill. Cir. Ct.) (Hon. Anna M. Loftus); *Molander v. Google LLC*, No. 5:20-cv-00918-SVK (N.D. Cal.) (Hon. Susan van Keulen); *Miracle-Pond v.*

Shutterfly, Inc., No. 1:19-cv-4722 (N.D. Ill.) (Hon. Mary M. Rowland); *Acaley v. Vimeo, Inc.*, No. 1:19-cv-7164 (N.D. Ill.) (Hon. Matthew F. Kennelly).

In addition, AW has served and is serving as plaintiffs' counsel in class actions enforcing consumer rights under the Telephone Consumer Protection Act of 1991 ("TCPA"), such as *Chimeno-Buzzi v. Hollister Co.*, No. 1:14-cv-23120-MGC (S.D. Fla.) (Hon. Marcia G. Cooke) (class counsel in \$10 million nationwide settlement) and *Melito v. American Eagle Outfitters, Inc.*, No. 1:14-cv-02440-VEC (S.D.N.Y.) (Hon. Valerie E. Caproni) (\$14.5 million nationwide settlement).

In *Smith v. Floor & Decor Outlets of America, Inc.*, No. 1:15-cv-04316-ELR (N.D. Ga.) (Hon. Eleanor L. Ross), AW achieved a \$14 million class settlement arising from alleged toxic emissions from flooring.

In *Skeen v. BMW of N. Am., LLC*, No. 2:13-cv-01531-WHW-CLW (D.N.J.) (Hon. William H. Walls) (arising from MINI Coopers with allegedly defective timing chain) and *Boehm v. BMW of N. Am., LLC*, No. 2:17-cv-12827-MCA-LDW (D.N.J.) (Hon. Madeline E. Cox Arleo) (arising from MINI Coopers with allegedly defective high pressure fuel pump), AW achieved uncapped settlement funds for warranty extension, reimbursement for repairs, and compensation for sale at a loss.

In *Pappas v. Naked Juice Co. of Glendora, Inc.*, No. 2:11-cv-8276-JAK-PLA (C.D. Cal.) (Hon. John A. Kronstadt), the Court appointed AW as co-lead counsel after contested lead applications. AW then achieved a \$9 million nationwide settlement, with injunctive relief in the form of product labeling changes, and periodic audits to assure compliance with labeling representations. At the time, it was the largest settlement achieved in a food false advertising case.

As co-lead class counsel in *Carter, et al. v. General Nutrition Centers, Inc. and GNC Holdings, Inc.*, No. 2:16-cv-00633-MRH (W.D. Pa.) (Hon. Mark R. Hornak), a "false discount" class action involving products for sale on the GNC website, AW achieved a \$6 million class settlement. In finally approving the settlement, Judge Hornak noted the "simply superlative" materials prepared by counsel and commended the "effectiveness and efficiency" with which counsel brought the case to conclusion.

AW, as class counsel in the *Uber FCRA Litig.*, No. 3:14-cv-05200-EMC (N.D. Cal.) (Hon. Edward M. Chen), achieved a \$7.5 million class settlement including injunctive relief guaranteeing Uber's compliance with FCRA background check requirements. The settlement was reached while the district court's denial of a motion to compel individual arbitration was pending (and ultimately overturned) before the Ninth Circuit.

In the *Kind LLC "All Natural" Litig.*, No. 1:15-md-02645-WHP (S.D.N.Y.) (Hon. William H. Pauley), AW was appointed interim co-lead counsel for the plaintiff class by MDL Court after contested leadership applications in false labeling food case.

AW, as class counsel in *Weiss v. Los Angeles*, No. BC141354 (LASC) (Hon. James C. Chalfant), won a *writ of mandate* trial to stop the allegedly illegal practice pertaining to parking violation notices. The judgment was affirmed on appeal.

AW is lead plaintiffs' counsel in *Alvarez v. Sirius XM Radio, Inc.*, No. 2:18-cv-08605 (C.D. Cal.) (Hon. James Selna), a breach of contract class action alleging that defendant did not honor its lifetime subscriptions. A class settlement in principle has been reached while plaintiffs' appeal from trial court's granting the motion to compel arbitration was pending, and is in the process of memorialization.

In the *Apple Inc. Device Performance Litigation*, No. 5:18-md-2827-EJD (N.D. Cal.) (Hon. Edward J. Davila), AW is serving on the Plaintiffs' Executive Committee in a class action arising from Apple's alleged practice of deploying software updates to iPhones that deliberately degraded the devices' performance and battery life. This consolidated class action includes claims from named plaintiffs residing in all fifty states, as well as plaintiffs from U.S. Territories and numerous other countries.

AW's current work on civil rights class actions include achieving class certification in *Novoa v. The Geo Group, Inc.*, No. 5:17-cv-2514-JGB-SHK (C.D. Cal.) (Hon. Jesus G. Bernal) (challenging private prison's alleged practices of forced labor against immigration detainees) and ongoing litigation in *Williams v. City of New York*, No. 1:17-cv-2303-RJD-SM (E.D.N.Y.) (Hon. Raymond J. Dearie) (challenging allegedly unconstitutional prison conditions at Rikers Island and other facilities in New York State).

EXHIBIT B

Class Counsel Lodestar and Time Report by Category*McKnight, et al. v. Uber Technologies, et al.*

(Case No. 3:14-cv-05615-JST)

Category Codes: L100 (case assessment, development & admin); L110 (fact investigation / development); L120 (analysis / strategy); L160 (settlement / non-binding ADR); L190 (other case assessment, development & admin); L210 (pleadings); L230 (court mandated conferences); L250 (other motions and submissions); L260 (class action certification and notice); L300 (discovery); L310 (written discovery); L320 (document production); L460 (post-trial motions and submissions); L500 (appeal).

Timekeeper	Title	Hourly Rate	Lodestar	Total Hours	Hours by Category Code														
					L100	L110	L120	L160	L190	L210	L230	L250	L260	L300	L310	L320	L460	L500	
AHDOOT & WOLFSON																			
Robert Ahoot	Partner	\$850	\$465,970.00	548.2	2.0	1.6	1.8	428.0	7.6	5.4	1.1	4.3	41.5	3.2	14.1	37.6	-	-	
Tina Wolfson	Partner	\$850	\$305,320.00	359.2	9.7	12.4	21.3	164.6	28.4	12.4	18.5	38.5	28.4	1.1	1.5	21.5	-	0.9	
Theodore Maya	Partner	\$675	\$140,670.00	208.4	1.1	-	2.1	44.5	3.4	4.6	0.0	74.2	35.0	0.8	26.3	16.4	-	-	
Meredith Lierz	Associate	\$425	\$71,612.50	168.5	2.8	-	1.2	-	3.6	3.1	-	-	-	116.3	0.0	41.5	-	-	
Vanessa Shakib	Associate	\$475	\$29,782.50	62.7	-	-	0.0	1.6	12.8	-	-	-	10.0	-	32.5	2.4	-	3.4	
Brad King	Associate	\$475	\$8,075.00	17.0	-	-	0.0	10.4	0.0	-	-	-	6.6	-	-	-	-	-	
Diana Kiem	Paralegal	\$125	\$1,262.50	10.1	-	-	0.0	6.3	2.1	-	-	-	1.0	-	0.7	-	-	-	
Jessielle Fabian	Paralegal	\$125	\$237.50	1.9	-	-	-	1.9	-	-	-	-	-	-	-	-	-	-	
Keith Custis	Of Counsel	\$625	\$101,250.00	162.0	-	15.1	5.6	20.2	5.9	26.1	0.9	82.9	1.0	1.0	-	3.3	-	-	
Nick Suciu	Co-Counsel	\$650	\$26,715.00	41.1	12.4	7.8	2.9	14.5	-	-	-	-	3.5	-	-	-	-	-	
Totals for AW:		\$1,150,895.00	1,579.1	28.0	36.9	34.9	692.0	63.8	51.6	20.5	199.9	127.0	122.4	75.1	122.7	0.0	4.3		
ARIAS, SANGUINETTI, WANG & TORRIJOS, LLP																			
Mike Arias	Partner	\$850	\$109,905.00	129.3	15.2	14.8	17.8	54.7	19.0	3.2	-	4.6	-	-	-	-	-	-	-
Alfredo Torrijos	Partner	\$675	\$382,117.50	566.1	14.6	77.9	18.4	174.8	14.6	22.6	1.1	48.6	57.1	79.8	29.4	27.2	-	-	
L. McDuffie	Paralegal	\$125	\$2,162.50	17.3	-	5.8	-	-	5.3	1.7	0.7	-	3.0	0.8	-	-	-	-	
Totals for ASWT:		\$494,185.00	712.7	29.8	98.5	36.2	229.5	38.9	27.5	1.8	53.2	60.1	80.6	29.4	27.2	-	-	-	
LIDDLE & DUBIN, PC																			
Steven Liddle	Partner	\$850	\$80,325.00	94.5	4.4	0.0	18.7	67.2	-	3.5	-	0.7	-	-	-	-	-	-	-
Nicholas Coulson	Associate	\$440	\$236,500.00	537.5	1.3	41.5	23.2	211.2	6.8	26.2	-	3.1	7.1	217.1	-	-	-	-	-
Totals for LD:		\$316,825.00	632.0	5.7	41.5	41.9	278.4	6.8	29.7	-	3.8	7.1	217.1	-	-	-	-	-	
Grand Totals:		\$1,961,905.00	2,923.8	63.5	176.9	113.0	1,199.9	109.5	108.8	22.3	256.9	194.2	420.1	104.5	149.9	0.0	4.3		
Percent of Total Hours:		-	-	2.2%	6.1%	3.9%	41.0%	3.7%	3.7%	0.8%	8.8%	6.6%	14.4%	3.6%	5.1%	0.0%	0.1%		

EXHIBIT C

U.S. News & World Report
Leadership & Government

Leadership
and Government

Volume 17, Number 3
December 2015



THOMSON REUTERS

California Region

Firm: **Snell & Wilmer**

Firm Size: 419 Firm Rank: 104

Court Name: Arizona
Case Name: X-11-Hit Corp. et al.,
Case Number: 2:15-JP-000723-BKM

Name
Eric S. Pezold

Title
Partner

Firm Size: 19 Firm Rank: 0

Firm: **Klee, Tuchin, Bogdanoff & Stern, LLP**

Court Name: California, Central
Case Name: State Fish Co., Inc.
Case Number: 2:15-bk-11084-SK

Name
Eric S. Pezold

Title
Partner

Firm Size: 19 Firm Rank: 0

Title
Partner

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Kenneth Klee	Partner	CA	1974	1975	\$1,300	0.20	\$260.00
David Stern	Partner	CA	1975	1975	\$1,080	189.50	\$204,660.00
Michael Tuchin	Partner	CA	1990	1990	\$1,080	137.10	\$148,368.00
Maria Sountas Argiropoulos	Partner	CA	2005	2006	\$675	25.20	\$17,010.00
Colleen M. Keating	Counsel	CA	2008	2008	\$650	111.20	\$72,230.00
Jonathan M. Weiss	Associate	CA	2012	2012	\$475	525.00	\$249,375.00
Kathryn T. Zwicker	Associate	CA	1986	1986	\$440	3.50	\$4,180.00
Sasha M. Gurvitz	Associate	CA	2014	2014	\$395	40.80	\$16,116.00
					Total:	1038.50	\$711,949.00

Firm: **Bracewell & Giuliani LLP**

Court Name: Delaware
Case Name: Optim Energy, LLC, et al.,
Case Number: 14-10262 (BLS)

Name
Joe R. Huff

Title
Partner

Firm Size: 422 Firm Rank: 103

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Joe R. Huff	Partner	CA	1969	1969	\$790	0.60	\$474.00
					Total:	0.60	\$474.00

Firm: **Brown Rudnick LLP**

Court Name: Delaware
Case Name: Corinthian Colleges Inc.,
Case Number: 15-JP-0952 (KIC)

Name
Ronald Rus

Title
Partner

Firm Size: 184 Firm Rank: 211

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Ronald Rus	Partner	CA	1975	1975	\$880	1.50	\$1,320.00
Lauren E. Curry	Partner	CA	2010	2010	\$730	78.90	\$57,597.00
					Total:	80.40	\$58,917.00

California Region

Firm: Crowley LLP		Firm Size: 613 Firm Rank: 63		Court Name: Delaware Case Name: RS Legacy Corporation Case Number: 15-10197 (BLS)		For fee applications 6/1/2015 through 10/7/2015	
Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Seth A. Raffin	Partner	CA	1998	1998	\$810	0.50	\$405.00
Janet D. Gertz	Associate	CA	2004	2004	\$755	14.60	\$11,023.00
Shannon L. Sorrells	Associate	CA	2011	2011	\$595	2.80	\$1,666.00
					Total:	17.90	<u>\$13,094.00</u>

Firm: Gibson Dunn & Crutcher LLP		Firm Size: 1039 Firm Rank: 21		Court Name: Delaware Case Name: ENERGY FUTURE HOLDINGS CORP Case Number: 14-10979 (CJS)		For fee applications 6/1/2015 through 8/31/2015	
Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Matthew Bouslog	Associate	CA	2011	2011	\$625	5.10	\$3,187.50
					Total:	5.10	<u>\$3,187.50</u>

Firm: Kirkland & Ellis LLP		Firm Size: 1442 Firm Rank: 13		Court Name: Delaware Case Name: ENERGY FUTURE HOLDINGS CORP Case Number: 14-10979 (CJS)		For fee applications 6/1/2015 through 8/31/2015	
Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Mike Berlin	Partner	CA	1999	1999	\$1,220	3.10	\$3,732.00
Mark E. McKane	Partner	CA	1997	1997	\$1,025	198.50	\$203,462.50
Christopher Keegan	Partner	CA	2002	2002	\$855	75.50	\$64,552.50
Michael Esser	Associate	CA	2009	2009	\$825	213.40	\$176,055.00
Alexander Davis	Associate	CA	2012	2012	\$710	192.60	\$136,746.00
Justin Sowa	Associate	CA	2013	2013	\$710	199.70	\$141,787.00
Austin Klar	Associate	CA	2013	2013	\$635	35.00	\$22,225.00
Sarah Stock	Associate	CA	2013	2013	\$635	121.60	\$77,216.00
Anna Terteryan	Associate	CA	2014	2014	\$555	241.80	\$134,199.00
James Barolo	Associate	CA	2014	2014	\$555	108.60	\$60,273.00
Kevin Chang	Associate	CA	2014	2014	\$555	170.80	\$94,794.00
					Total:	1560.60	<u>\$1,115,092.00</u>

California Region

Firm: Klee, Tuchin, Bogdanoff & Stern, LLP

Firm Size: 19

Firm Rank: 0

Court Name: Delaware
 Case Name: SEAL123, INC., et al.
 Case Number: 15-10081 (CSS)

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Lee Bogdanoff	Partner	CA	1985	1985	\$1,080	7.30	\$7,884.00
Michael Tuchin	Partner	CA	1990	1990	\$1,080	37.10	\$40,056.00
David Fidler	Partner	CA	1997	1998	\$850	12.70	\$10,795.00
Robert J. Pfister	Partner	CA	2001	2001	\$795	0.20	\$159.00
David M. Guess	Partner	CA	2005	2005	\$695	67.30	\$46,773.50
Maria Sountas Argiropoulos	Partner	CA	2006	2006	\$575	1.70	\$1,417.50
Justin D. Yi	Partner	CA	2009	2009	\$625	0.80	\$500.00
Jonathan M. Weiss	Associate	CA	2012	2012	\$475	34.70	\$16,482.50
Kathryn T. Zwicker	Associate	CA	1986	1986	\$440	12.40	\$5,456.00
					Total:	174.20	\$129,365.50

Firm: Morrison & Foerster LLP

Firm Size: 1025

Firm Rank: 22

Court Name: Delaware
 Case Name: ENERGY FUTURE HOLDINGS CORP
 Case Number: 14-10979 (CSS)

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Clara Um	Associate	CA	2012	2012	\$635	39.80	\$25,773.00
Chika Arakawa	Associate	CA	2013	2013	\$495	8.30	\$4,108.50
					Total:	48.10	\$29,881.50

California Region

Firm: **Munger Tolles & Olson LLC**

Firm Size: 181 Firm Rank: 216

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
John W. Spiegel	Partner	CA	1977	1977	\$1,065	36.30	\$38,639.50
Thomas B. Walper	Partner	CA	1980	1980	\$1,065	184.05	\$196,013.25
Stephen D. Rose	Partner	CA	1991	1991	\$960	29.20	\$28,032.00
Todd J. Rosen	Partner	CA	1999	1999	\$875	53.20	\$46,550.00
Jay M. Fujitani	Partner	CA	1984	1984	\$830	92.50	\$76,775.00
Kevin S. Alfred	Partner	CA	1986	1986	\$830	94.50	\$78,435.00
Seth Goldman	Partner	CA	2002	2002	\$750	154.70	\$116,025.00
Bradley R. Schneider	Of Counsel	CA	2004	2004	\$680	115.10	\$78,268.00
Emily A. Bussigel	Associate	CA	2010	2010	\$635	184.80	\$117,348.00
Sam Greenberg	Associate	CA	2010	2010	\$615	61.70	\$37,945.50
Alex D. Terapka	Associate	CA	2012	2012	\$510	89.40	\$45,594.00
Andrea M. Weirtraub	Associate	CA	2013	2013	\$510	68.30	\$34,833.00
Sara N. Taylor	Associate	CA	2012	2012	\$510	70.40	\$35,904.00
Peter F. Boos	Associate	CA	2014	2014	\$395	11.40	\$4,503.00
					Total:	<u>1245.55</u>	<u>\$934,885.25</u>

Firm: **O'Melveny & Myers LLP**

Firm Size: 198 Firm Rank: 16

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
John-Paul McTigue	Partner	CA	1999	1999	\$930	6.70	\$6,231.00
Sarah Hoffner	Counsel	CA	2004	2004	\$755	11.20	\$8,456.00
Jeeho Lee	Counsel	CA	2007	2007	\$745	5.00	\$3,725.00
Joanneth Caneda	Associate	CA	2015	2015	\$460	4.90	\$2,254.00
Christopher Martin	Associate	CA	2014	2014	\$415	1.20	\$498.00
Joseph Zukowski	Counsel	CA	2008	2008	\$390	183.60	\$71,604.00
					Total:	<u>212.60</u>	<u>\$92,758.00</u>

California Region

Firm: Pachulski Stang Ziehl Young Jones & Wei		Court Name: Delaware		For fee applications				
Firm Size: 55 Firm Rank: 0		Case Name: DDMG Estate		8/1/2015 through 8/31/2015				
Name		Title	State	Graduated	Admitted	Rate	Hours	Fees
Debra I. Grassgreen		Partner	CA	1991	1994	\$925	1.30	\$1,202.50
William Ramseyer		Of Counsel	CA	1980	1980	\$650	1.10	\$715.00
						Total:	2.40	\$1,917.50
Firm: Pachulski Stang Ziehl Young Jones & Wei		Court Name: Delaware		For fee applications				
Firm Size: 55 Firm Rank: 0		Case Name: ICL Holdings Company, INC		6/1/2015 through 8/31/2015				
Name		Title	State	Graduated	Admitted	Rate	Hours	Fees
William L. Ramseyer		Of Counsel	CA	1980	1980	\$650	7.60	\$4,940.00
						Total:	7.60	\$4,940.00
Firm: Pachulski Stang Ziehl Young Jones & Wei		Court Name: Delaware		For fee applications				
Firm Size: 55 Firm Rank: 0		Case Name: NE OPCO Int		8/1/2015 through 9/30/2015				
Name		Title	State	Graduated	Admitted	Rate	Hours	Fees
Andrew W. Caine		Partner	CA	1983	1983	\$925	0.20	\$185.00
William L. Ramseyer		Of Counsel	CA	1980	1980	\$650	1.30	\$845.00
William Ramseyer		Of Counsel	CA	1980	1980	\$650	2.10	\$1,365.00
						Total:	3.60	\$2,395.00
Firm: Pachulski Stang Ziehl Young Jones & Wei		Court Name: Delaware		For fee applications				
Firm Size: 55 Firm Rank: 0		Case Name: SEAL23, INC, et al.		7/1/2015 through 11/30/2015				
Name		Title	State	Graduated	Admitted	Rate	Hours	Fees
Andrew W. Caine		Of Counsel	CA	1983	1983	\$925	0.40	\$370.00
Jeffrey Pomerantz		Partner	CA	1989	1989	\$895	0.90	\$805.50
Shirley S. Cho		Of Counsel	CA	1997	1997	\$750	13.10	\$9,825.00
						Total:	14.40	\$11,000.50

California Region

Firm: Patchulski Stang Ziehl Young Jones & Weil		Court Name: Delaware		Case Name: 59 Body Armor, Inc.		Case Number: 10-11255-(PJM)		For fee applications: 9/1/2014 through 9/30/2015	
Name	Title	State	Graduated	Admitted	Rate	Hours	Fee		
Alan J. Kornfeld	Partner	CA	1987	1987	\$925	8.90	\$8,232.50		
Andrew Caine	Of Counsel	CA	1983	1983	\$895	0.20	\$179.00		
David J. Barton	Partner	CA	1981	1981	\$850	0.30	\$255.00		
David M. Bertenthal	Partner	CA	1989	1993	\$850	10.00	\$8,500.00		
Maxim B. Litvak	Partner	CA	2001	2001	\$775	1.70	\$1,317.50		
Joshua M. Fried	Partner	CA	2006	2006	\$725	2.80	\$2,030.00		
Jonathan Kim	Of Counsel	CA	1995	1995	\$665	0.80	\$532.00		
Elissa Wagner	Of Counsel	CA	2000	2001	\$625	46.60	\$29,135.00		
William Ramseyer	Of Counsel	CA	1980	1980	\$625	2.40	\$1,500.00		
		Total:				23.70	\$51,671.00		

Firm: Paul Hastings LLP		Court Name: Delaware		Case Name: MyCorp, Inc.		Case Number: 15-11357 (CSS)		For fee applications: 9/1/2015 through 9/30/2015	
Name	Title	State	Graduated	Admitted	Rate	Hours	Fee		
Leslie A. Plaskon	Partner	CA	1988	1988	\$1,150	111.10	\$127,765.00		
Peter Burke	Partner	CA	1996	1996	\$975	3.90	\$3,802.50		
Daniel C. Tola	Associate	CA	2013	2013	\$550	20.50	\$11,275.00		
Kevin Kraft	Associate	CA	2014	2014	\$495	4.80	\$2,376.00		
		Total:				140.30	\$145,218.50		

Firm: Paul Hastings LLP		Court Name: Delaware		Case Name: SEAL123, INC. et al.		Case Number: 15-10081 (CSS)		For fee applications: 7/1/2015 through 11/30/2015	
Name	Title	State	Graduated	Admitted	Rate	Hours	Fee		
Nancy L. Abell	Partner	CA	1979	1979	\$995	0.30	\$295.50		
Stephen D. Cooke	Partner	CA	1985	1985	\$973	0.30	\$292.33		
		Total:				1.20	\$1,187.63		

California Region

Firm: Quinn Emanuel Urquhart & Sullivan, LLP		Court Name: Delaware		Case Name: RS Legacy Corporation		Case Number: 15-10197 (BLS)		For fee applications 6/1/2015 through 10/7/2015	
Name	Title	State	Graduated	Admitted	Rate	Hours	Fees		
Benjamin Finestone	Partner	CA	2004	2005	\$840	11.20	\$9,408.00		
Katherine Scherling	Associate	CA	2008	2010	\$735	211.50	\$155,452.50		
Randa Osman	Partner	CA	1990	1990	\$695	47.20	\$32,804.00		
					Total:	269.90	<u>\$197,664.50</u>		
Firm: Robins Kaplan LLP		Court Name: Delaware		Case Name: Corinthian Colleges Inc.		Case Number: 15-10952 (KJC)		For fee applications 5/4/2015 through 9/21/2015	
Name	Title	State	Graduated	Admitted	Rate	Hours	Fees		
Roman M. Silberfeld	Partner	CA	1995	1995	\$810	5.70	\$4,617.00		
Howard Weg	Partner	CA	2014	2014	\$795	60.30	\$47,938.50		
David B. Sherman	Partner	CA	2014	2014	\$675	17.00	\$11,475.00		
Scott F. Gautier	Partner	CA	2014	2014	\$675	452.00	\$305,100.00		
James P. Merton, Jr.	Partner	CA	2014	2014	\$650	17.40	\$11,310.00		
Cynthia C. Hernandez	Associate	CA	2009	2009	\$470	397.90	\$187,013.00		
Lorie A. Ball	Associate	CA	2014	2014	\$450	568.10	\$255,645.00		
Amy Churan	Partner	CA	2001	2001	\$420	18.10	\$7,602.00		
					Total:	<u>1536.50</u>	<u>\$830,700.50</u>		
Firm: Torys LLP		Court Name: Delaware		Case Name: Nortel Networks Inc.		Case Number: 09-10138		For fee applications 8/1/2015 through 8/31/2015	
Name	Title	State	Graduated	Admitted	Rate	Hours	Fees		
Sheila Block	Partner	CA	1974	1974	\$1,090	9.10	\$9,919.00		
Adam Stevens	Associate	CA	2007	2007	\$775	163.00	\$126,325.00		
					Total:	<u>172.10</u>	<u>\$136,244.00</u>		

California Region

Finn Cookey LLP

Firm Size: 613 Firm Rank 63

194

Aarti G. Reddy
Amanda B. Patcheco

Court Name	Virginia Eastern
Dose Name	Health Diagnostic
Case Number	15-32919-KRM
State	CA
Graduated	2010
Admittee	2010

Court Name	Virginia Eastern	For fee applications				
Date Name	Health Diagnostic Laboratory, Inc.	6/7/2015 through 8/31/2015				
Case Number	15-32919-KRH	Graduated	Admitted	Rate	Hours	Fee
A	2010	2010	\$655	11.20	\$7,336.00	
A	2013	2013	\$470	3.30	\$1,551.00	
					Total:	\$8,887.00

Volume 17 Issue 3

By Region, By Firm

West Region

Firm	Faegre Baker Daniels LLP	Court Name	Colorado	For fee applications
Firm Size:	750	Firm Rank:	9	9/1/2013 through 11/19/2015
Name		Case Name	ROBERT D. MORDINI, JR.	
Michael K. Bolton	Partner	Case Number	11-15491-ABC	
Brandan K. Oliver	Associate	State	Graduated	Admitted
		CO	2001	2001
		CO	2010	2010
				Total:
			\$540	\$276.00
			\$295	\$1,032.50
			4.00	\$1,302.50
Firm	Greenberg Traurig LLP	Court Name	Delaware	For fee applications
Firm Size:	1699	Firm Rank:	9	8/1/2015 through 8/31/2015
Name		Case Name	AT&T Acquisition LLC	
Matthew L. Hinkel	Associate	Case Number	13-10262 (PJM)	
		State	Graduated	Admitted
		CO	2010	2010
				Total:
			\$635	2.30
			2.30	\$1,460.50
				\$1,460.50
Firm	O'Melveny & Myers LLP	Court Name	Delaware	For fee applications
Firm Size:	1193	Firm Rank:	16	8/1/2015 through 9/30/2015
Name		Case Name	Colt Holding Company	
Robert Blashek	Partner	Case Number	15-11296 (LSS)	
Peter Friedman	Partner	State	Graduated	Admitted
		CO	1977	1977
		CO	1998	1998
				Total:
			\$1,075	1.50
			\$935	\$1,612.50
			108.50	\$101,657.50
Firm	Jenner & Block LLP	Court Name	Alabama Northern	For fee applications
Firm Size:	433	Firm Rank:	98	7/15/2015 through 10/31/2015
Name		Case Name	Walter E. Herty Inc	
Jarrell A. Cook	Associate	Case Number	15-02741-TOM11	
		State	Graduated	Admitted
		WA	2014	2014
				Total:
			\$460	10.00
			10.00	\$4,600.00

West Region

Firm: Aktr Gump Strauss Hauer & Feld LLP

Firm Size: 790 Firm Rank: 40

Court Name: Delaware
Case Name: Quicksilver Resources Inc
Case Number: 15-10585(LSS)For fee applications
7/1/2015 through 10/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Matthew W. Kinskey	Associate	WA	2014		\$430	115.10	\$49,493.00
					Total:	115.10	\$49,493.00

Firm: Bracewell & Giuliani LLP

Firm Size: 422 Firm Rank: 105

Court Name: Delaware
Case Name: Optim Energy, LLC, et al.
Case Number: 14-10262 (BLS)For fee applications
2/12/2014 through 10/15/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Nancy Jo Nelson	Partner	WA	1984		\$975	28.60	\$27,885.00
Jacqueline Java	Counsel	WA	2000		\$670	0.90	\$603.00
Jacqueline Java	Counsel	WA	2000		\$650	54.50	\$35,432.50
Sandra Snyder	Associate	WA	2006		\$529	106.80	\$56,583.71
Sandra Snyder	Associate	WA	2006		\$520	2.30	\$1,196.00
Blaire Urban	Associate	WA	2009		\$481	5.10	\$2,455.50
Serena Rwejuna	Associate	WA	2013		\$363	37.00	\$13,449.87
					Total:	235.20	\$137,805.71

Firm: Foley & Lardner LLP

Firm Size: 874 Firm Rank: 31

Court Name: Delaware
Case Name: Universal Cooperatives Inc
Case Number: 14-11187 (MFN)For fee applications
8/1/2015 through 8/31/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Jack G. Haake	Associate	WA	2011		\$315	12.40	\$3,906.00
					Total:	12.40	\$3,906.00

Firm: Jones Day

Firm Size: 2407 Firm Rank: 3

Court Name: Delaware
Case Name: MolyCorp, Inc
Case Number: 15-11357 (CSS)For fee applications
8/1/2015 through 9/30/2015

Name	Title	State	Graduated	Admitted	Rate	Hours	Fees
Kent L. Killelea	Of Counsel	WA	1984		\$750	5.30	\$3,975.00
					Total:	5.30	\$3,975.00

California	Region	Professional	Firm	Graduated	Admitted	State	Hours	Total
Partner	Kenneth Klee	Klee, Tuchin, Bogdanoff & Stern, LLP	1975	1974	CA	\$1,300	0.2	\$260.00
Partner	Mike Befrus	Kirkland & Ellis LLP	1999	1999	CA	\$1,220	3.1	\$3,782.00
Partner	Leslie A. Pleskon	Paul Hastings LLP	1988	1988	CA	\$1,150	11.1	\$127,765.00
Partner	Sheila Block	Torys LLP	1974	1974	CA	\$1,090	5.1	\$59,915.00
Partner	David Stern	Klee, Tuchin, Bogdanoff & Stern, LLP	1975	1975	CA	\$1,080	189.5	\$204,680.00
Partner	Lee Bogdanoff	Klee, Tuchin, Bogdanoff & Stern, LLP	1985	1985	CA	\$1,080	7.3	\$77,884.00
Partner	Michael Tuchin	Klee, Tuchin, Bogdanoff & Stern, LLP	1990	1990	CA	\$1,080	174.2	\$188,135.00
Partner	John W. Spiegel	Munger Tolles & Olson LLC	1977	1977	CA	\$1,065	36.3	\$38,659.50
Partner	Thomas B. Walper	Munger Tolles & Olson LLC	1980	1980	CA	\$1,065	184.05	\$196,013.25
Partner	Mark E. McKane	Kirkland & Ellis LLP	1997	1997	CA	\$1,025	198.5	\$203,442.50
Partner	Nancy I. Abell	Paul Hastings LLP	1979	1979	CA	\$935	0.9	\$895.50
Partner	Peter Burke	Paul Hastings LLP	1996	1996	CA	\$975	3.3	\$3,302.50
Partner	Stephen D. Cooke	Paul Hastings LLP	1985	1985	CA	\$973	0.3	\$292.13
Partner	Stephen D. Rose	Munger Tolles & Olson LLC	1991	1991	CA	\$950	29.2	\$28,032.00
Partner	John-Paul Motley	O'Melveny & Myers LLP	1999	1999	CA	\$930	6.7	\$62,231.00
Partner	Alan J. Kornfeld	Pachulski Stang Ziehl Young Jones & Weintraub	1987	1987	CA	\$925	8.9	\$83,232.50
Partner	Andrew W. Caine	Pachulski Stang Ziehl Young Jones & Weintraub	1983	1983	CA	\$925	0.6	\$555.00
Partner	Debra L. Grassgreen	Pachulski Stang Ziehl Young Jones & Weintraub	1994	1991	CA	\$925	1.3	\$1,202.50
Partner	Andrew Caine	Pachulski Stang Ziehl Young Jones & Weintraub	1983	1983	CA	\$895	0.2	\$179.00
Partner	Jeffrey Pomerantz	Pachulski Stang Ziehl Young Jones & Weintraub	1989	1989	CA	\$895	0.9	\$805.50
Partner	Ronald Rus	Brown Rudnick LLP	1975	1975	CA	\$880	1.5	\$1,320.00
Partner	Todd J. Rosen	Munger Tolles & Olson LLC	1999	1999	CA	\$875	53.2	\$46,550.00
Partner	Christopher Keegan	Kirkland & Ellis LLP	2002	2002	CA	\$855	75.5	\$64,552.50
Partner	David Hoffer	Klee, Tuchin, Bogdanoff & Stern, LLP	1998	1997	CA	\$850	12.7	\$10,785.00
Partner	David J. Barton	Pachulski Stang Ziehl Young Jones & Weintraub	1981	1981	CA	\$850	0.3	\$255.00
Partner	David M. Berenthal	Qulim Emanuel Urquhart & Sullivan, LLP	1993	1989	CA	\$850	10	\$8,500.00
Partner	Benjamin Finestone	Munger Tolles & Olson LLC	2005	2004	CA	\$840	11.2	\$9,408.00
Partner	Jay M. Fujitani	Munger Tolles & Olson LLC	1984	1984	CA	\$830	92.5	\$76,775.00
Partner	Kevin S. Alfred	Kirkland & Ellis LLP	1986	1986	CA	\$830	94.5	\$78,495.00
Associate	Michael Eiser	Robins Kaplan LLP	2009	2009	CA	\$825	213.4	\$176,055.00
Partner	Roman M. Silberfeld	Cooley LLP	1995	1995	CA	\$810	5.7	\$46,617.00
Partner	Seth A. Raffkin	Robins Kaplan LLP	1998	1998	CA	\$810	0.5	\$405.00
Partner	Howard Weg	Klee, Tuchin, Bogdanoff & Stern, LLP	2014	2014	CA	\$795	60.3	\$47,938.50
Partner	Robert J. Pfister	Bracewell & Glutman LLP	2001	2001	CA	\$795	0.2	\$159.00
Associate	Joe R. Hull	Torys LLP	1969	1969	CA	\$790	0.6	\$474.00
Associate	Adam Stevens	Pachulski Stang Ziehl Young Jones & Weintraub	2007	2007	CA	\$775	16.8	\$126,375.00
Counsel	Maxim B. Litvak	Cooley LLP	2001	2001	CA	\$775	1.7	\$4,317.50
Associate	Janet D. Geetz	O'Melveny & Myers LLP	2004	2004	CA	\$755	14.6	\$11,023.00
Partner	Sarah Hoffner	Munger Tolles & Olson LLC	2004	2004	CA	\$755	11.2	\$8,656.00
Partner	Seth Goldstein	Pachulski Stang Ziehl Young Jones & Weintraub	2002	2002	CA	\$750	154.7	\$116,025.00
Of Counsel	Shirley S. Cho	Cooley LLP	1987	1987	CA	\$750	13.1	\$5,825.00

Title	Professional	Firm	California		Region	Total	
			Graduated	Admitted	State		
Counsel	Jesho Lee	O'Melveny & Myers LLP	2007	2007	CA	\$745	5
Associate	Katherine Schardling	Quinn Emanuel Urquhart & Sullivan, LLP	2010	2008	CA	\$735	\$3,725.00
Partner	Lauren E. Curry	Brown Rudnick LLP	2010	2010	CA	\$730	\$155,452.50
Partner	Joshua M. Fried	Pachulski Stang Ziehl Young Jones & Weintraub	2006	2006	CA	\$725	\$57,597.00
Associate	Alexander Davis	Kirkland & Ellis LLP	2012	2012	CA	\$719	\$2,030.00
Associate	Justin Sowa	Kirkland & Ellis LLP	2013	2013	CA	\$710	\$136,746.00
Partner	David M. Guess	Klee, Tuchin, Bogdanoff & Stern, LLP	2005	2005	CA	\$695	\$141,787.00
Partner	Randa Osman	Quinn Emanuel Urquhart & Sullivan, LLP	1990	1990	CA	\$695	\$46,773.50
Of Counsel	Bradley R. Schneider	Munger Tolles & Olson LLC	2004	2004	CA	\$683	\$32,804.00
Partner	David B. Sherman	Robins Kaplan LLP	2014	2014	CA	\$675	\$78,268.00
Partner	Maria Sountas Argiroopoulos	Klee, Tuchin, Bogdanoff & Stern, LLP	2006	2006	CA	\$675	\$18,157.50
Partner	Scott F. Gaultier	Robins Kaplan LLP	2014	2014	CA	\$675	\$305,100.00
Of Counsel	Jonathan Kim	Pachulski Stang Ziehl Young Jones & Weintraub	1995	1995	CA	\$665	\$532.00
Associate	Aarti G. Reddy	Cooley LLP	2010	2010	CA	\$655	\$7,335.00
Counsel	Colleen M. Kenting	Klee, Tuchin, Bogdanoff & Stern, LLP	2008	2008	CA	\$650	\$72,280.00
Partner	James P. Menton, Jr.	Robins Kaplan LLP	2014	2014	CA	\$650	\$11,475.00
Of Counsel	William L. Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	\$650	\$11,310.00
Of Counsel	William Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	\$650	\$55,785.00
Associate	Austin Klar	Kirkland & Ellis LLP	2013	2013	CA	\$635	\$35
Associate	Clara Lim	Morrison & Foerster LLP	2012	2012	CA	\$635	\$22,225.00
Associate	Emily A. Bussigel	Munger Tolles & Olson LLC	2010	2010	CA	\$635	\$25,273.00
Associate	Sarah Stock	Kirkland & Ellis LLP	2013	2013	CA	\$635	\$184.80
Associate	Ella Wagner	Pachulski Stang Ziehl Young Jones & Weintraub	2001	2000	CA	\$635	\$377,216.00
Associate	Justin D. Yi	Klee, Tuchin, Bogdanoff & Stern, LLP	2009	2009	CA	\$625	\$29,125.00
Associate	Matthew Boulog	Gibson Dunn & Crutcher, LLP	2011	2011	CA	\$625	\$500.00
Associate	William Ramseyer	Pachulski Stang Ziehl Young Jones & Weintraub	1980	1980	CA	\$625	\$3,187.50
Associate	Sam Greenberg	Munger Tolles & Olson LLC	2010	2010	CA	\$615	\$1,500.00
Associate	Shannon L. Sorrells	Cooley LLP	2011	2011	CA	\$595	\$27,945.50
Associate	Anna Tertianyan	Kirkland & Ellis LLP	2014	2014	CA	\$555	\$1,666.00
Associate	James Barcelo	Kirkland & Ellis LLP	2014	2014	CA	\$555	\$134,199.00
Associate	Kevin Chang	Kirkland & Ellis LLP	2014	2014	CA	\$555	\$60,273.00
Associate	Daniel C. Tola	Paul Hastings LLP	2013	2013	CA	\$555	\$64,794.00
Associate	Eric S. Perold	Snell & Wilmer	2004	2004	CA	\$520	\$11,275.00
Associate	Alex D. Terepka	Munger Tolles & Olson LLC	2012	2012	CA	\$510	\$52,008.50
Associate	Andrea M. Weintraub	Munger Tolles & Olson LLC	2013	2013	CA	\$510	\$45,594.00
Associate	Sara N. Taylor	Munger Tolles & Olson LLC	2012	2012	CA	\$510	\$34,333.00
Associate	Chika Arakawa	Morrison & Foerster LLP	2013	2013	CA	\$495	\$35,904.00
Associate	Kevin Kraft	Paul Hastings LLP	2014	2014	CA	\$495	\$4,108.50
Associate	Jonathan M. Weiss	Klee, Tuchin, Bogdanoff & Stern, LLP	2012	2012	CA	\$475	\$2,376.00
Associate	Amanda B. Pardaco	Cooley LLP	2013	2013	CA	\$470	\$265,857.50
Associate	Cynthia C. Hernandez	Robins Kaplan LLP	2009	2009	CA	\$470	\$4,551.00
							\$187,013.00

Title	Professional	Firm	Graduated	Admitted	State	Rate	Hours	Total	California	Region
									2015	2014
Associate	Joannah Caneda	O'Melveny & Myers LLP		2015	CA	\$460	4.9	\$2,254.00		
Associate	Lorrie A. Ball	Robins Kaplan LLP		2014	CA	\$450	568.1	\$255,645.00		
Associate	Kathryn T. Zwicker	Klee, Tuchin, Bogdanoff & Stern, LLP	1986	1986	CA	\$440	21.9	\$9,635.00		
Partner	Amy Churen	Robins Kaplan LLP	2002	2002	CA	\$420	18.1	\$7,502.00		
Associate	Christopher Martin	O'Melveny & Myers LLP	2014	2014	CA	\$415	1.2	\$498.00		
Associate	Peter E. Boos	Munger Tolles & Olson LLC	2014	2014	CA	\$395	11.4	\$4,503.00		
Associate	Sasha M. Gurvitz	Klee, Tuchin, Bogdanoff & Stern, LLP	2014	2014	CA	\$395	40.8	\$16,115.00		
Counsel	Joseph Zukowski	O'Melveny & Myers LLP	2008	2008	CA	\$390	183.6	\$71,604.00		

West Region	Graduated	Admitted	State	Rate	Hours	Total
Professional						
Partner	Robert Blashek	1977	CO	\$1,075	1.5	\$1,612.50
Partner	Peter Friedman	1998	CO	\$935	107	\$100,045.00
Associate	Matthew L. Hinkler	2010	CO	\$635	2.3	\$1,460.50
Partner	Michael K. Bolton	2001	CO	\$540	0.5	\$270.00
Associate	Branden K. Oliver	2010	CO	\$295	3.5	\$1,032.50
Partner	Nancy Jo Nelson	1984	WA	\$975	28.6	\$27,885.00
Of Counsel	Kent L. Killelea	1984	WA	\$750	5.3	\$3,975.00
Counsel	Jacqueline Java	2000	WA	\$670	0.9	\$603.00
Counsel	Jacqueline Java	2000	WA	\$650	54.5	\$35,432.63
Associate	Sandra Snyder	2006	WA	\$529	106.8	\$56,583.71
Associate	Sandra Snyder*	2006	WA	\$520	2.3	\$1,196.00
Associate	Blake Urban	2009	WA	\$481	5.1	\$2,455.50
Associate	Jarrell A. Cook	2014	WA	\$460	10	\$4,600.00
Associate	Matthew W. Kinskey	2014	WA	\$430	115.1	\$49,493.00
Associate	Serena Pwejuna	2013	WA	\$363	37	\$13,449.87
Associate	Jack G. Haake	2011	WA	\$315	12.4	\$3,906.00

EXHIBIT D

THE NATIONAL LAW JOURNAL

NOT FOR REPRINT

 [Click to Print](#) or Select 'Print' in your browser menu to print this document.

Page printed from: *National Law Journal*

Billing Rates Rise, Discounts Abound

A 10 percent increase is offset by price cuts.

Katelyn Polantz, The National Law Journal

January 5, 2015

The price of a billable hour has risen by more than 10 percent in four years, as large corporate law firms focused on their most expensive work and saved clients' money elsewhere.

"The question is: Is anybody paying that?" Maurice Watson, chairman at Husch Blackwell, said, looking back at hourly rates charged last year for lawyers. Husch's average rate for partners is about \$449 per hour, the firm told The National Law Journal in response to our 2014 billing survey. But \$407 is closer to what the firm collects for its work.

The former number represents the "rack rate," Watson said, while the lower price factors in discounts given to clients on the billable hour and in alternative billing arrangements.

Husch's fees are indicative of the pricier billable hour and complementary cost cuts that law firms find for clients. The Kansas City, Mo.-founded firm was among the firms that have reported their rates to The National Law Journal since 2010. Almost all of the highest- and lowest-charging partners among the firms increased rates since 2010.

Partners' hourly prices at the 40 firms that reported their numbers in 2014 now hover around \$500 an hour on average. The highest-billing partner among the survey came from Kaye Scholer, with a \$1,250 rate. The lowest-billing partner, from Frost Brown Todd, made \$220, the firms told the NLJ.

See chart: [Billing Rates at the Nation's Priciest Law Firms](#)

The NLJ billing data also includes rates collected from public records — mostly bankruptcy filings — for 128 additional firms during the past three years.

Although the rates charged have gone up in recent years, the amounts that clients pay have not kept pace with inflation, legal industry leaders say.

"I think the story of billing rates is no longer as full or clear as it once was," Watson said.

Lawyers often give discounts on their stated rates, or firms arrange alternative fee plans with clients, including caps on fees, retainers or other flat rates for legal work. Still, firms lean on hourly pricing more than any other model. Generally, 15 percent to 20 percent of work comes from alternative fee structures, according to Steve Nelson of the McCormick Group Inc., a legal consulting firm in Northern Virginia.

Dinsmore & Shohl, a Cincinnati-based firm, has changed the way it sets rates instead of ditching the billable model.

"The billable hour is still very important. There's probably 100 reasons for that," firm chairman George Vincent said.

Dinsmore opened an office in Washington in 2011, so billing rates for lawyers in the nation's capital notched higher than at the rest of the firm. At the same time, associates faced a shift away from rates that rise in lockstep to individualized pricing, Vincent said. Dinsmore also has added nonpartner-track associates to cut some fees. The firm's lawyers charged between \$590 and \$175 in 2010, but they ranged between \$850 and \$160 in 2014.

The spread shows a rate expansion that mimics the decisions made by other firms — increases for top earners while squeezing value where they can.

Associates, on average, charged \$306 an hour at 28 firms in the NLJ study in 2014, an increase of 12 percent from those firms' average rate four years previously. The most expensive associates' rates pushed up at about the same pace, while a number of firms increased their lowest-paid associates' rates by only \$15 or less an hour.

The deleveraging of lawyers in the industry may account for this. Many clients now refuse to pay for legal work performed by first-year associates, Nelson said. Associates instead train during their first year, or work on pro bono or the equivalent of clerk and paralegal tasks. Outsourcing some work to cheaper consultants and firms plays into the pricing models more every year.

Many large firms are shedding lower-end practices, which fueled partners' lateral moves in 2014, Nelson added. Large firms now often mandate that partners meet or exceed certain rates. Some practices become priced out, so the lawyers move to less strict or lower-tiered firms to keep their clients. Practices that work on large corporate mergers or high-stakes litigation saw less lateral movement because of rate pressure. Gibson, Dunn & Crutcher, with an \$1,800 hourly rate for Theodore Olson, an outlier, had the highest rate the NLJ could find in public records.

The billing rate story was different in bankruptcy matters. Those numbers showed that the practice area, which runs countercyclical to the U.S. economy, suffered as companies recovered from the economic recession. Partners and associates working with clients in bankruptcy often must report their hourly rates in court.

Those partners averaged \$452 per hour in 2014, compared with an average rate of \$480 in 2012. The NLJ found fewer partners mentioned in new bankruptcy filings in 2014 compared with the previous years. On average over three years, bankruptcy partners charged about \$475 an hour, according to records from more than 2,300 firm shareholders.

In 2012, when rates were higher, elite New York firms told courts their partners earned \$1,000 an hour or more on the work. This \$1,000-an-hour club included three partners from Paul, Weiss, Rifkind, Wharton & Garrison and two partners from Weil, Gotshal & Manges.

It also included a team of nine Sullivan & Cromwell partners who charged \$1,150 an hour each to represent Eastman Kodak Co. in its bankruptcy.

In 2014, the rates for bankruptcy work topped out at about \$900 an hour, according to the data. Two partners from Pachulski Stang Ziehl & Jones, a Los Angeles corporate restructuring boutique, charged \$875 and \$895 each for their work on the bankruptcy of staffing company Ablest Inc.

Copyright 2015. ALM Media Properties, LLC. All rights reserved.

2014 Adams and Reese	New Orleans, LA	318	\$700.00	\$105.00	\$420.00	\$115.00	\$220.00	\$270.00	\$500.00	\$425.00	\$575.00	National Law Journal, December 2014
2014 Akerman	Miami, FL	523	\$800.00	\$90.00	\$535.00	\$465.00	\$205.00		\$305.00			Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Akin Gump Strauss Hauer & Feld	Washington, DC	809	\$1220.00	\$615.00	\$785.00	\$660.00	\$365.00		\$525.00			Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Allen Matkins Leck Gamble Lorts Angeles, Malibu & Nafis	CA	181	\$680.00	\$525.00	\$615.00							Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Alston & Bird	Atlanta, GA	789	\$875.00	\$485.00	\$675.00	\$575.00	\$280.00		\$425.00			Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Andrews Kurth	Houston, TX	337	\$1090.00	\$745.00	\$860.00	\$1000.00	\$265.00		\$370.00			Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Archer & Greiner	Hardwickfield, NJ	194	\$460.00	\$330.00	\$470.00	\$295.00	\$200.00		\$245.00			Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Arent Fox	Washington, DC	330	\$950.00	\$600.00	\$650.00	\$595.00	\$275.00		\$395.00			Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Arnall Golden Gregory	Atlanta, GA	140	\$520.00	\$430.00					\$490.00			Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.

2014 Arnold & Porter	Washington, DC	720	\$850.00	\$570.00	\$815.00;	\$610.00	\$345.00	\$500.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Armetstein & Lehr	Chicago, IL	144	\$595.00	\$350.00	\$465.00	\$3350.00	\$175.00	\$250.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Baker & Hostetler	Cleveland, OH	798	\$670.00	\$275.00	\$449.00	\$350.00	\$210.00	\$272.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Baker & McKenzie	Chicago, IL	4087	\$1130.00	\$260.00	\$755.00	\$925.00	\$100.00	\$395.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Baker, Donelson, Bearman, Caldwell & Berkowitz	Memphis, TN	593	\$435.00	\$340.00	\$400.00	\$465.00	\$245.00	\$295.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Ballard Spahr	Philadelphia, PA	483	\$550.00	\$385.00	\$475.00	\$495.00	\$235.00	\$315.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Barnes & Thornburg	Indianapolis, IN	522	\$580.00	\$310.00	\$480.00	\$370.00	\$260.00	\$320.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Barnesch, Friedlander, Coplan & Arenoff	Cleveland, OH	150	\$625.00	\$350.00	\$465.00	\$475.00	\$155.00	\$280.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Best Best & Krieger	Riverside, CA	176	\$655.00	\$340.00	\$455.00	\$385.00	\$235.00	\$340.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Bingham McCutchen	Boston, MA	795	\$1080.00	\$220.00	\$795.00	\$605.00	\$185.00	\$450.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.

2014 Blank Rome	Philadelphia, PA	447	\$540.00	\$445.00	\$540.00	\$565.00	\$175.00	\$350.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bond, Schoenbeck & King	Syracuse, NY	198	\$520.00	\$240.00	\$355.00	\$310.00	\$460.00	\$225.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bowles Rice	Charleston, WV	140	\$285.00	\$165.00	\$230.00	\$180.00	\$115.00	\$135.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bracewell & Giuliani	Houston, TX	441	\$1125.00	\$575.00	\$780.00	\$700.00	\$275.00	\$410.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bradley Arant Boult Cummings	Birmingham, AL	413	\$605.00	\$325.00	\$430.00	\$340.00	\$260.00	\$260.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Broad and Cassel	Orlando, FL	150	\$465.00	\$255.00	\$360.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Brown Rudnick	Boston, MA	187	\$1045.00	\$550.00	\$656.00				National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bronxstein Hyatt Farber Schreck	Denver, CO	214	\$700.00	\$310.00	\$520.00	\$345.00	\$265.00	\$365.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Bryan Cave	St. Louis, MO	965	\$900.00	\$410.00	\$520.00	\$555.00	\$220.00	\$405.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Burchalter Narrer	Los Angeles, CA	139	\$695.00	\$475.00	\$605.00	\$375.00	\$350.00	\$365.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Burr & Forman	Birmingham, AL	261	\$525.00	\$300.00	\$371.00	\$275.00	\$200.00	\$241.00	National Law Journal, December 2014
2014 Butler Snow	Ridgeland, MS	280	\$335.00	\$235.00	\$302.00				Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Cathwalkader, Wickersham & New York, Taft	NY	437	\$1050.00	\$500.00	\$301.00	\$750.00	\$395.00	\$305.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Cauffman Fields	Tampa, FL	272	\$840.00	\$455.00	\$600.00				Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Cole, Schotz, Meisel, Forman & Leonard	Hackensack, NJ	116	\$739.00	\$580.00	\$653.00	\$340.00	\$275.00	\$302.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Connell Foley	Roseland, NJ	120	\$575.00	\$275.00	\$425.00	\$325.00	\$200.00	\$265.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Cooley	Palo Alto, CA	673	\$990.00	\$550.00	\$620.00	\$540.00	\$335.00	\$515.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Covington & Burling	Washington, DC	760	\$600.00	\$605.00	\$780.00	\$595.00	\$200.00	\$415.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Cozen O'Connor	Philadelphia, PA	495	\$1135.00	\$275.00	\$570.00	\$640.00	\$160.00	\$355.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Curtis, Melle-Pevost, Colt New York, & Morse	NY	323	\$950.00	\$730.00	\$601.00	\$725.00	\$345.00	\$480.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Davis Graham & Stubbs	Denver, CO	145	\$35,00	\$315,00	\$435,00	\$350,00	\$200,00	\$255,00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Davis Polk & Wardwell	New York, NY	810	\$965,00	\$850,00	\$975,00	\$975,00	\$130,00	\$615,00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Debevoise & Plimpton	New York, NY	585	\$1075,00	\$655,00	\$1055,00	\$750,00	\$120,00	\$490,00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Dierdorff	New York, NY	845	\$1095,00	\$670,00	\$900,00	\$735,00	\$35,00	\$53,00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Dentons	New York, NY	2503	\$1050,00	\$345,00	\$700,00	\$685,00	\$21,00	\$425,00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Dickstein Shapiro	Washington, DC	254	\$1250,00	\$590,00	\$750,00	\$595,00	\$310,00	\$475,00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Dinsmore & Shohl	Cincinnati, OH	415	\$850,00	\$250,00	\$411,00	\$365,00	\$160,00	\$238,00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 DLA Piper	New York, NY	3962	\$1025,00	\$450,00	\$765,00	\$750,00	\$250,00	\$610,00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Dorsey & Whitney	Minneapolis, MN	501	\$565,00	\$240,00	\$435,00	\$510,00	\$215,00	\$315,00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Duane Morris	Philadelphia, PA	613	\$360,00	\$445,00	\$559,00	\$585,00	\$280,00	\$373,00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Edwards Wickman Palmer	Boston, MA	\$40	\$765.00	\$210.00	\$535.00	\$415.00	\$245.00	\$325.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Fengrie Baker Daniels	Minneapolis, MN	\$73	\$580.00	\$355.00	\$455.00	\$315.00	\$110.00	\$260.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Foley & Lardner	Milwaukee, WI	\$44	\$660.00	\$405.00	\$600.00	\$470.00	\$210.00	\$335.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Foley Hoag	Boston, MA	221	\$775.00	\$590.00	\$670.00	\$385.00	\$250.00	\$325.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Fox Rothschild	Philadelphia, PA	531	\$750.00	\$335.00	\$532.00	\$500.00	\$245.00	\$310.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Fried, Frank, Harris, Shriver, & Jacobson	New York, NY	450	\$1100.00	\$930.00	\$1000.00	\$760.00	\$375.00	\$595.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Frost Brown Todd	Cincinnati, OH	414	\$500.00	\$220.00	\$387.00	\$315.00	\$150.00	\$234.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Gardner Wynne Sewell	Dallas, TX	218	\$775.00	\$430.00	\$635.00	\$330.00	\$280.00	\$303.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Gibbons	New York, NY	201	\$855.00	\$480.00	\$560.00	\$475.00	\$235.00	\$380.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Gibson, Dunn & Crutcher	New York, NY	1154	\$1800.00	\$765.00	\$980.00	\$930.00	\$175.00	\$580.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Gordon Rees Scully Menahan	San Diego, CA	478	\$475.00	\$375.00	\$420.00	\$325.00 \$265.00	\$300.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Greenberg Traurig	New York, NY	1690	\$355.00	\$355.00	\$763.00	\$570.00. \$325.00	\$470.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Harris Beach	Rochester, NY	199	\$420.00	\$298.00	\$346.00	\$285.00 \$175.00	\$230.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Harter Steen & Emery	Rochester, NY	132	\$465.00	\$320.00	\$365.00	\$290.00 \$195.00	\$250.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Haynes and Boone	Dallas, TX	483	\$1020.00	\$450.00	\$670.00	\$680.00 \$310.00	\$405.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Hogan Lovells	Washington, DC	2313	\$1000.00	\$705.00	\$835.00			National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Holland & Hart	Denver, CO	423	\$725.00	\$305.00	\$442.00	\$425.00 \$175.00	\$277.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Holland & Knight	Washington, DC	956	\$1005.00	\$355.00	\$825.00	\$595.00 \$210.00	\$340.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Hornigman Miller Schwartz and Cahn	Detroit, MI	231	\$560.00	\$290.00	\$390.00	\$225.00 \$205.00	\$220.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Hughes Hubbard & Reed	New York, NY	351	\$995.00	\$725.00	\$890.00	\$675.00 \$355.00	\$555.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Husch Blackwell St. Louis, MO	\$39	\$785.00	\$250.00	\$449.00	\$440.00	\$190.00	\$275.00	\$418.00	\$240.00	\$725.00	National Law Journal, December 2014
2014 Lee Miller Indianapolis, IN	291	\$530.00	\$335.00	\$450.00	\$305.00	\$245.00	\$270.00				Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Well & Manella Los Angeles, CA	168	\$975.00	\$600.00	\$890.00	\$750.00	\$395.00	\$335.00				Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jackson Kelly Charleston, WV	179	\$335.00	\$270.00	\$345.00	\$315.00	\$200.00	\$243.00				Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jackson Lewis Los Angeles, CA	724	\$440.00	\$310.00	\$380.00	\$315.00	\$275.00	\$290.00				Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jackson Walker Dallas, TX	333	\$675.00	\$575.00	\$622.00	\$385.00	\$255.00	\$335.00				Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jaffer, Mangels, Butler & Mitchell Chicago, IL	125	\$875.00	\$560.00	\$690.00	\$620.00	\$360.00	\$465.00				Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jenner & Block New York, NY	434	\$925.00	\$565.00	\$745.00	\$650.00	\$390.00	\$435.00				Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jones Day New York, NY	2464	\$975.00	\$445.00	\$745.00	\$775.00	\$205.00	\$435.00				Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Jones Walker New Orleans, LA	363	\$425.00	\$275.00	\$385.00	\$240.00	\$200.00	\$225.00				Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Koenowitz, Benson, Tomas & Friedman	New York, NY	372	\$195.00	\$600.00	\$635.00	\$625.00	\$200.00	\$340.00	National Law Journal, December 2014
2014 Katten Muchin Rosenman	Chicago, IL	642	\$745.00	\$500.00	\$615.00	\$595.00	\$340.00	\$455.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Kline Schalter	New York, NY	392	\$1250.00	\$725.00	\$860.00	\$795.00	\$370.00	\$697.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Koffsky Drye & Warren	New York, NY	283	\$815.00	\$435.00	\$540.00	\$500.00	\$305.00	\$430.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Kilpatrick Townsend & Stockton	Atlanta, GA	561	\$775.00	\$400.00	\$550.00	\$475.00	\$315.00	\$385.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 King & Spalding	Atlanta, GA	874	\$895.00	\$545.00	\$775.00	\$735.00	\$125.00	\$460.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Kirkland & Ellis	Chicago, IL	1554	\$995.00	\$590.00	\$925.00	\$715.00	\$235.00	\$540.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Knobbe Martens Olson & Bear	Irvine, CA	280	\$810.00	\$450.00	\$575.00	\$455.00	\$305.00	\$360.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Kramer Levin Naftalis & Frankel	New York, NY	313	\$1100.00	\$745.00	\$921.00	\$915.00	\$515.00	\$675.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Lane Powell	Seattle, WA	170	\$675.00	\$375.00	\$516.00	\$425.00	\$260.00	\$331.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Latham & Watkins New York, NY	2660	\$110,000	\$695,000	\$920,000	\$725,000	\$465,000	\$605,000	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Lathrop & Gage Kansas City, MO	283	\$700,000	\$285,000	\$420,000	\$375,000	\$195,000	\$250,000	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Lewis Roca Rothgerber Phoenix, AZ	228	\$695,000	\$318,000	\$505,000	\$625,000	\$265,000	\$400,000	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Lindquist & Vennum Minneapolis, MN	178	\$600,000	\$460,000	\$520,000	\$470,000	\$275,000	\$355,000	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Little Mendenhall San Francisco, CA	1032	\$615,000	\$395,000	\$550,000	\$420,000	\$245,000	\$250,00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Lowenstein Sandler Boulder, CO	261	\$690,000	\$600,000	\$765,000	\$650,000	\$300,000	\$450,000	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Manatt, Phelps & Phillips Los Angeles, CA	329	\$795,000	\$540,000	\$740,000	\$740,000	\$220,000	\$300,000	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 McCarter & English Newark, NJ	371	\$625,000	\$450,000	\$550,000	\$370,000	\$220,000	\$300,000	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 McDermott Will & Emery Chicago, IL	1021	\$625,000	\$525,000	\$740,00	\$740,00	\$205,00	\$205,00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 McElroy, Deutsch, Malony & Carpenter Morristown, NJ	274	\$650,000	\$325,000	\$445,00	\$335,00	\$200,00	\$205,00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.

2014 McGuireWoods	Richmond, VA	931	\$725.00	\$490.00	\$595.00	\$525.00	\$285.00	\$360.00
2014 McKenna Long & Aldridge	Atlanta, GA	518	\$650.00	\$480.00	\$630.00	\$425.00	\$375.00	\$395.00
2014 Michaels, Best & Friedrich	Minneapolis, MN	189	\$650.00	\$425.00	\$445.00	\$425.00	\$2700.00	\$285.00
2014 Miles & Stockbridge	Baltimore, MD	226	\$740.00	\$340.00	\$478.00	\$425.00	\$230.00	\$290.00
2014 Moore & Van Allen	Charlotte, NC	274	\$870.00	\$315.00	\$480.00	\$430.00	\$190.00	\$280.00
2014 Morgan, Lewis & Bockius	Philadelphia, PA	1353	\$785.00	\$430.00	\$620.00	\$585.00	\$270.00	\$350.00
2014 Morris, Manning & Martin	Atlanta, GA	148	\$875.00	\$400.00	\$480.00	\$460.00
2014 Morrison & Foerster	San Francisco, CA	1020	\$1195.00	\$595.00	\$895.00	\$725.00	\$230.00	\$525.00
2014 Nelson Mullins	Columbia, SC	466	\$800.00	\$250.00	\$444.00	\$395.00	\$215.00	\$271.00
2014 Nixon Peabody	Boston, MA	584	\$650.00	\$295.00	\$520.00	\$550.00	\$180.00	\$300.00

2014 Norris McLaughlin & Marcus	Bethesda, NJ	128	\$905.00	\$485.00	\$495.00	\$365.00	\$185.00	\$276.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Norton Rose Fulbright	Houston, TX	3537	\$900.00	\$525.00	\$775.00	\$515.00	\$300.00	\$400.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Nasdaq	Los Angeles, CA	148	\$800.00	\$370.00	\$579.00	\$490.00	\$255.00	\$400.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Nutter McClellan & Fish	Boston, MA	146	\$715.00	\$470.00	\$575.00	\$460.00	\$245.00	\$375.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Ogletree Deakins	Atlanta, GA	656	\$650.00	\$250.00	\$500.00	\$366.00	\$200.00	\$280.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 O'Melveny & Myers	Los Angeles, CA	721	\$650.00	\$615.00	\$715.00	\$715.00	\$710.00	\$230.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Orrick Herrington & Sutcliffe	New York, NY	954	\$1055.00	\$715.00	\$845.00	\$376.00	\$710.00	\$590.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Parker Poe Adams & Bernstein	Charlotte, NC	185	\$500.00	\$425.00	\$450.00	\$450.00	\$450.00	\$735.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Paul Hastings	New York, NY	889	\$100.00	\$750.00	\$815.00	\$755.00	\$335.00	\$540.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Paul, Weiss, Rifkind, Wharton & Garrison	New York, NY	854	\$1120.00	\$760.00	\$1040.00	\$735.00	\$595.00	\$578.00	National Law Journal, December 2014 Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Pepper Hamilton	Philadelphia, PA	\$10	\$950.00	\$485.00	\$645.00	\$525.00	\$280.00	\$390.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Perkins Coie	Seattle, WA	881	\$100,000	\$30,000	\$15,00	\$610,00	\$215,00	\$425,00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Pittsburh Winthrop Shaw Pittman	Washington, DC	591	\$107,000	\$55,00	\$855,00	\$860,00	\$375,00	\$520,00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Polisiniell	Kansas City, MO	616	\$775,00	\$25,00	\$435,00	\$450,00	\$235,00	\$279,00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Proskauer Rose	New York, NY	712	\$950,00	\$725,00	\$880,00	\$675,00	\$295,00	\$376,00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Quarles & Brady	Philadelphia, PA	422	\$625,00	\$425,00	\$519,00	\$600,00	\$210,00	\$335,00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Quinn Emanuel Urquhart & Sullivan	New York, NY	673	\$1075,00	\$810,00	\$915,00	\$675,00	\$320,00	\$410,00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Reed Smith	Pittsburgh, PA	1565	\$650,00	\$305,00	\$605,00	\$737,00	\$350,00	\$295,00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Richards, Layton & Finger	Wilmington, DE	124	\$800,00	\$600,00	\$678,00	\$465,00	\$350,00	\$414,00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Rinker Daniels Scherer Hyland & Peretti	Montgomery, NJ	146	\$495,00	\$430,00	\$455,00	\$295,00	\$210,00	\$250,00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Robinson & Cole	Hartford, CT	201	\$700.00	\$295.00	\$500.00	\$445.00	\$215.00	\$300.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Rutan & Tucker	Costa Mesa, CA	147	\$675.00	\$345.00	\$490.00	\$500.00	\$230.00	\$320.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Saul Ewing	Philadelphia, PA	240	\$675.00	\$375.00	\$546.00	\$590.00	\$225.00	\$344.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Schiff Hardin	Chicago, IL	317				\$415.00	\$250.00	\$833.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Sedgwick	San Francisco, CA	342	\$615.00	\$305.00	\$425.00	\$475.00	\$250.00	\$326.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Steverud & Kissel	New York, NY	143	\$650.00	\$625.00	\$735.00	\$600.00	\$280.00	\$400.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Seyfarth Shaw	Chicago, IL	779	\$650.00	\$375.00	\$610.00	\$505.00	\$225.00	\$365.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Sheppard Mullin Richter & Hampton	Los Angeles, CA	549	\$675.00	\$450.00	\$605.00	\$535.00	\$275.00	\$415.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Shumaker Loop & Kendrick Toledo, OH		224	\$595.00	\$305.00	\$413.00	\$330.00	\$160.00	\$256.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report
2014 Shults & Bowen	Miami, FL	230	\$560.00	\$250.00	\$430.00	\$345.00	\$195.00	\$280.00	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report

2014 Skadden, Arps, Slate, Meagher & Flom	New York, NY	1664	\$1150.00	\$845.00	\$1035.00	\$845.00	\$845.00	\$845.00	\$620.00	\$620.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Snell & Wilmer	Phoenix, AZ	411	\$845.00	\$325.00	\$525.00	\$470.00	\$180.00	\$280.00	\$280.00	\$280.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Spilman Thomas & Battle	Charleston, WV	131							\$280.00	\$210.00	National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Squire Patton Boggs											\$250.00 National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Steiner, Kessler, Goldstein, Fox	Washington, DC	122	\$795.00	\$450.00	\$577.00	\$4170.00	\$285.00	\$346.00	\$483.57	\$450.00	\$20.00 National Law Journal, December 2014	Location data not available due to merger in 2014. Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Stevens & Lee	Reston, VA	154	\$800.00	\$525.00	\$625.00	\$625.00	\$625.00	\$625.00	\$280.00	\$510.00	\$60.00 National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Stoel Rives	Portland, OR	365	\$800.00	\$300.00	\$492.00	\$465.00	\$205.00	\$287.00	\$312.00	\$280.00	\$510.00 National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Strasburger & Price	Dallas, TX	217	\$690.00	\$290.00	\$435.00	\$365.00	\$210.00	\$270.00	\$475.00	\$300.00	\$650.00 National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.
2014 Stradick & Stroock & Lavan	New York, NY	205	\$1125.00	\$675.00	\$950.00	\$840.00	\$335.00	\$549.00	\$879.00	\$745.00	\$1085.00 National Law Journal, December 2014	Full-time equivalent (FTE) attorneys at the firm and the city of the firm's largest U.S. office as listed in the 2014 NLJ 350 report.

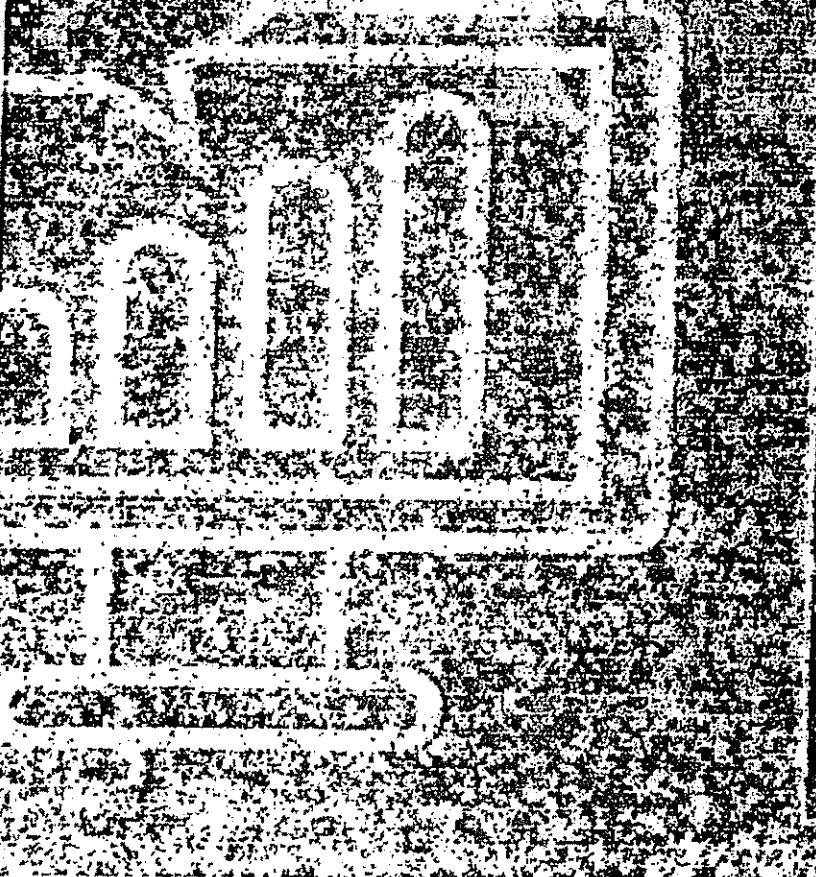
2014 Taft Stettinius & Hutzler O-H	Cincinnati, OH	357	\$535.00	\$285.00	\$415.00	\$475.00	\$200.00	\$285.00
2014 Thompson & Knight Dallas, TX	Dallas, TX	290	\$740.00	\$425.00	\$535.00	\$610.00	\$240.00	\$370.00
2014 Thompson Coburn St. Louis, MO	St. Louis, MO	317	\$510.00	\$330.00	\$440.00	\$350.00	\$220.00	\$270.00
2014 Troutman Sanders Atlanta, GA	Atlanta, GA	567	\$875.00	\$400.00	\$620.00	\$570.00	\$245.00	\$340.00
2014 Ulmer & Berne Cleveland, OH	Cleveland, OH	178	\$415.00	\$315.00	\$380.00			
2014 Varnum Grand Rapids, MI	Grand Rapids, MI	133	\$465.00	\$290.00	\$390.00			
2014 Venable Washington, DC	Washington, DC	533	\$1075.00	\$470.00	\$650.00	\$575.00	\$225.00	\$430.00
2014 Vinson & Elkins Houston, TX	Houston, TX	650	\$770.00	\$475.00	\$600.00	\$565.00	\$275.00	\$390.00
2014 Walter Lansden Dorich & Davis	Nashville, TN	178	\$500.00	\$350.00	\$460.00	\$335.00	\$190.00	\$245.00
2014 Weil, Gotshal & Manges New York, NY	New York, NY	1157	\$1075.00	\$625.00	\$930.00	\$790.00	\$300.00	\$810.00

2014 White & Case	New York, NY	1885	\$1050.00	\$700.00	\$975.00	\$1050.00	\$2200.00	\$225.00
2014 Wiley Rein	Washington, DC	277	\$850.00	\$550.00	\$685.00	\$535.00	\$320.00	\$445.00
2014 Williams Mullin	Richmond, VA	233	\$410.00	\$360.00	\$385.00	\$350.00	\$260.00	\$295.00
2014 Wilkie Farr & Gallagher	New York, NY	526	\$1090.00	\$780.00	\$950.00	\$780.00	\$350.00	\$580.00
2014 Wilmer Cutler Pickering Hale and Dorr	Washington, DC	988	\$1250.00	\$755.00	\$905.00	\$695.00	\$75.00	\$290.00
2014 Winston & Strawn	Chicago, IL	822	\$995.00	\$650.00	\$800.00	\$590.00	\$425.00	\$520.00
2014 Wolff & Samson	West Orange, NJ	125	\$450.00	\$325.00	\$400.00	\$450.00	\$225.00	\$340.00
2014 Womble Carlyle Sandridge & Rice	Winston-Salem, NC	492	\$640.00	\$470.00	\$554.00			
2014 Wyatt Tarrant & Combs	Louisville, KY	202	\$4500.00	\$280.00	\$418.00			

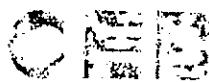
EXHIBIT E

Snappshot

The Industry's Leading Analysis of Law Firm
Rates, Trends and Predictions



WHAT THE BEST COMPANIES DO



Wolters Kluwe
FLM Solutions



WHAT THE BEST COMPANIES DO

**CONTRIBUTING EDITORS AND ANALYSTS**

Bradley Tingquist
Quantitative Leader, CEB
David Moran
Director of Data Management and Analytics
Legal Analytics, ELM Solutions

Margie Sloboda
Product Manager
Legal Analytics, ELM Solutions

Carol Au
Quantitative Analyst
Legal Analytics, ELM Solutions

LEAD DATA ANALYSTS

Jayant Chawla
Analyst, CEB
Patricia Simione
Senior Quantitative Analyst, CEB
Steve Vumback
Data Analyst, ELM Solutions
Beth Seefelt
Data Architect, ELM Solutions

CONTENT PUBLISHING SOLUTIONS

Valorie Brown
Eshita Faujdar
Brittany Fritz
Christie Parrish
Priyanka Sinha
Contributing Designers, CEB

Rod Diaz
Graphic & Web Designer, ELM Solutions

A. Kate MacDougall
Editor, CEB
Lori-Anne Dowling
Graphic Designer, CEB

EXECUTIVE SPONSORS

Christina Hertzler
Practice Leader, CEB
Aaron Kotok
Practice Leader, CEB
Glenn Paredes
EVP & General Manager, ELM Solutions

© 2015 CEB and ELM Solutions. All rights reserved. This material may not be reproduced, displayed, modified, or distributed in any form without prior written permission of the copyright holders. To request permission, please contact:

ELM Solutions, a Wolters Kluwer business	Or	CEB
20 Church Street		1919 North Lynn Street
Hartford, CT 06103		Arlington, VA 22209
United States		United States
ATTN: Marketing		ATTN: Marketing
+1-860-549-8795		+1-571-303-3000

LEGAL CAVEAT

CEB and ELM Solutions have worked to ensure the accuracy of the information in this report; however, CEB and ELM Solutions cannot guarantee the accuracy of the information or analyses in all cases. CEB and ELM Solutions are not engaged in rendering legal, accounting, or other professional services. This report should not be construed as professional advice on any particular set of facts or circumstances. Neither CEB nor ELM Solutions is responsible for any losses that may arise from any errors or omissions in this report or from reliance upon any recommendation made in this report.

2015 REAL RATE REPORT SNAPSHOT

Table of Contents

A Letter to Our Readers	4
How to Use This Snapshot	5
A Note on Comparability of Data	6
Real Rate Report Snapshot	9
* Section I: High-Level Data Cuts	12
* Section II: Industry Analysis	46
* Section III: Practice Area Analysis	69
* Section IV: In-Depth Analysis for Selected US Cities	118
* Section V: International Analysis	14
Appendix: Data Methodology	17
* Invoice Information	17
* Non-Invoice Information	17
* A Note on US Cities	17
* Data Methodology	17

A Letter to Our Readers

Welcome to the 2015 Real Rate Report® Snapshot, our latest update to The Real Rate Report®, the industry's benchmark report for lawyer rates and matter costs.

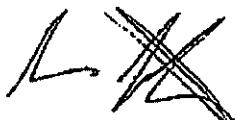
The past year was characterized by challenging economic growth, corporate legal departments with diminished budgets, a competitive legal services marketplace where corporate clients rewarded law firm productivity. In this era where there are more choices available—to corporate counsel and law firms alike—to perform high-quality work differently than ever before, both buyers and sellers of legal services must ground their decisions in relevant, timely information.

In an ongoing effort to provide this transparency, CEB and ELM Solutions once again analyzed more than \$9 billion in legal spending data from corporations' and law firms' e-billing and time management solutions, as well as other sources. The result is this year's Real Rate Report Snapshot: a refresh of the robust data appendices published in The Real Rate Report that includes an additional year of rate data.

As in the 2014 Real Rate Report, we have included lawyer and paralegal rate data filtered by specific practice areas, metropolitan areas, and types of matters to give legal departments and law firms greater ability to identify areas of opportunity. Our hope remains that the information and analysis provided in this Snapshot will not only inform legal departments about hourly rates and total costs but also empower them to make better and more confident decisions that create substantial cost savings and greater satisfaction with the law firms they use.

We strive to make The Real Rate Report and Real Rate Report Snapshot valuable and actionable reference tools for legal departments and law firms. As always, we welcome your comments and suggestions on what information would make this publication more valuable to you. We thank you and look forward to continuing the conversation on how legal departments and law firms can collaborate with better clarity and trust.

Warm regards,



Aaron Kotok
Practice Leader
CEB



Glenn Paredes
EVP and General Manager
ELM Solutions

How to Use This Snapshot

The Real Rate Report and this 2015 Real Rate Report Snapshot examine law firm rates over time and identify rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal). All analyses included in the study are derived from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information—along with the ranges of those rates and their changes over time—highlights the roles these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals. Clients might ask whether they are paying the right amount for different types of legal services, while law firm principals might ask whether they are charging the right amount for legal services and whether they could generate additional income if they modified their approach.

Affirmatively or intuitively, company purchasers of law firm services usually evaluate law firm rates based on five classic value propositions:¹

- Quality (whether good, poor, or acceptable results are routinely achieved)
- Cost (the price, or rate, paid to achieve results)
- Service (the level of responsiveness and compliance with required processes)
- Speed (how quickly matters or tasks are resolved)
- Innovation (the application of novel solutions to issues or matters)

These value propositions are more or less important varying practice areas, and this study clearly defines their relative values. Delivering fast and excellent complicated financial matters is appropriately valued more highly (with resulting higher rates) than is excellent results in routine workers' compensation or matters. The information in this 2015 update—as analyses included in the full-length 2014 Real Rate Report can help law firms consider whether they are pricing their services and further inform the profitability of their business models. This 2015 Real Rate Report Snapshot can help companies align the future paid rates with the value propositions that have the greatest value by practice area.

¹ Dave Ulrich, Jack Zenger, and Norm Smallwood, *Results-Based Leadership*. Boston: Harvard Business Press, 1999.

A Note on Comparability of Data

The data used for this 2015 Real Rate Report Snapshot include more than \$9.8 billion in fees billed for legal services in the United States during the three-year period from 2012 to 2014. The data comprise fees paid by 96 companies to more than 4,500 law firms and more than 151,000 timekeepers. Table 1 provides a summary description of the US dataset.

In addition, we used a smaller subset of data to provide several analyses on non-United States legal fees. These data include approximately \$812 million in fees, more than 26,000 timekeepers, and 25 countries being represented in the final report.

The information is not based on surveys, sampling, or reviews of other published information, but on anonymized data showing the actual hours and fees law firm personnel billed. Companies participating in this 2015 Real Rate Report Snapshot analysis provided written consent for the use of their data. The data used to create this snapshot exclude identifying information of

participant companies and of the matters, timekeepers, firms billing on those companies' invoices. (For more on the data methodology, see the Appendix.)

This dataset is large enough to provide valuable general information about the legal services business. It represents a statistically useful portion of the \$100 billion annual US legal services business.¹ Am Law 100 had 2014 revenues of roughly \$92.7 billion.² This dataset includes 106,882 partners and associates—spread across major US metropolitan areas.

Again, this sample is large enough to have useful power, but it certainly does not come close to covering all lawyers in the United States who work for corporate law firms. The United States Bureau of Labor Statistics estimates that there are more than 603,000 lawyers practicing in the United States.³ This dataset includes lawyers in the New York City area alone and another 100,000 lawyers in the Washington, DC, area.⁴

¹ Bureau of Economic Analysis, "Gross Output by Industry," 2013. ² Aric Press, "2015 Global 100: Top-Grossing Law Firms in the World," The American Lawyer, 28 September 2015, <http://www.americanlawyer.com/id=120247180960>. ³ 100-TopGrossing-Law-Firms-in-the-World. ⁴ Bureau of Labor Statistics, "Occupational Employment and Wages, May 2014," May 2014, <http://www.bls.gov/oes/current/oes231011.htm>.

Section I: High-Level Data Cuts

Partners and Associates

By City (Continued)

City	Role	n	First	Median	Third	2014 Mean	2013 Mean	2012 Mean
			Quartile	Quartile	Quartile			
Kansas City, MO	Partner	234	\$300.56	\$375.16	\$454.00	\$386.16	\$377.81	\$357.10
	Associate	194	\$221.00	\$250.00	\$288.73	\$264.30	\$247.12	\$242.05
Knoxville, TN	Partner	32	\$195.00	\$230.00	\$280.00	\$250.40	\$231.47	\$250.25
	Associate	24	\$175.00	\$195.00	\$200.00	\$185.57	\$183.80	\$181.62
Lansing, MI	Partner	20	\$297.25	\$395.00	\$455.14	\$385.20	\$353.68	\$317.56
	Associate	n/a	n/a	n/a	n/a	n/a	\$198.48	\$191.18
Las Vegas, NV	Partner	112	\$231.67	\$348.50	\$464.62	\$359.19	\$354.18	\$316.87
	Associate	93	\$200.00	\$230.00	\$275.00	\$239.91	\$231.96	\$225.03
Lexington, KY	Partner	49	\$285.21	\$320.00	\$365.00	\$312.80	\$309.86	\$299.64
	Associate	25	\$180.00	\$210.00	\$230.00	\$206.51	\$177.14	\$192.66
Little Rock, AR	Partner	48	\$225.00	\$292.50	\$312.50	\$276.49	\$251.24	\$249.90
	Associate	24	\$170.00	\$180.00	\$190.00	\$185.40	\$169.67	\$167.65
Los Angeles, CA	Partner	1,392	\$375.00	\$585.00	\$823.63	\$608.01	\$589.28	\$594.18
	Associate	1,947	\$286.70	\$425.00	\$574.84	\$438.13	\$417.20	\$414.38
Louisville, KY	Partner	92	\$247.50	\$307.07	\$376.95	\$310.29	\$314.97	\$310.93
	Associate	64	\$172.94	\$180.00	\$199.12	\$187.86	\$189.42	\$189.74
Madison, WI	Partner	40	\$222.50	\$336.50	\$355.00	\$316.00	\$289.51	\$320.62
	Associate	28	\$169.16	\$205.00	\$280.00	\$244.14	\$234.12	\$201.60
Memphis, TN	Partner	82	\$260.00	\$300.75	\$385.77	\$311.01	\$296.67	\$287.91
	Associate	49	\$188.92	\$195.00	\$225.00	\$207.60	\$199.77	\$205.13
Miami, FL	Partner	459	\$293.79	\$395.00	\$505.07	\$409.83	\$399.85	\$400.31
	Associate	367	\$185.00	\$240.00	\$305.00	\$264.31	\$270.83	\$260.21
Milwaukee, WI	Partner	198	\$275.00	\$350.10	\$430.03	\$369.21	\$367.23	\$354.02
	Associate	140	\$200.00	\$250.00	\$280.00	\$246.57	\$236.17	\$238.51
Minneapolis, MN	Partner	422	\$255.00	\$385.00	\$490.00	\$395.16	\$387.60	\$382.57
	Associate	415	\$215.00	\$251.69	\$305.00	\$264.41	\$266.93	\$256.24
Montgomery, AL	Partner	20	\$253.18	\$290.00	\$325.00	\$289.84	\$284.84	\$264.73
	Associate	n/a	n/a	n/a	n/a	n/a	\$162.60	\$159.65
Nashville, TN	Partner	127	\$275.20	\$350.00	\$410.00	\$347.03	\$338.21	\$319.60
	Associate	133	\$175.00	\$200.00	\$234.00	\$206.42	\$205.61	\$204.75
New Haven, CT	Partner	34	\$316.39	\$358.67	\$420.00	\$369.27	\$338.71	\$357.67
	Associate	30	\$231.75	\$250.00	\$274.90	\$288.79	\$290.56	\$253.37
New Orleans, LA	Partner	150	\$204.59	\$275.00	\$325.00	\$280.76	\$280.26	\$274.77
	Associate	128	\$160.00	\$205.46	\$229.82	\$210.98	\$202.07	\$196.34
New York, NY	Partner	3,597	\$511.65	\$764.00	\$877.00	\$745.45	\$725.95	\$723.59
	Associate	5,282	\$335.00	\$470.00	\$630.00	\$486.74	\$473.00	\$465.91
Oklahoma City, OK	Partner	71	\$200.00	\$265.00	\$320.00	\$264.87	\$271.70	\$255.10
	Associate	45	\$150.00	\$175.00	\$190.00	\$176.49	\$186.82	\$174.34

Section I: High-Level Data Cuts

Partners and Associates

By City (Continued)

City	Role	n	First	Median	Third	2014 Mean	2013 Mean	2012 Mean
			Quartile	Quartile	Quartile			
Omaha, NE	Partner	79	\$190.00	\$270.00	\$325.00	\$272.26	\$265.36	\$253.20
	Associate	39	\$165.00	\$185.00	\$225.00	\$196.52	\$180.96	\$169.56
Orlando, FL	Partner	134	\$275.00	\$341.63	\$455.00	\$368.66	\$344.19	\$328.62
	Associate	139	\$193.50	\$240.00	\$280.12	\$250.28	\$243.04	\$227.93
Philadelphia, PA	Partner	1,137	\$370.00	\$451.00	\$657.00	\$515.71	\$495.45	\$485.09
	Associate	1,406	\$236.00	\$300.00	\$385.00	\$315.63	\$313.97	\$301.54
Phoenix, AZ	Partner	222	\$275.00	\$350.00	\$427.50	\$356.83	\$357.96	\$346.16
	Associate	183	\$200.00	\$235.00	\$280.00	\$238.51	\$189.76	\$241.02
Pittsburgh, PA	Partner	238	\$320.00	\$465.00	\$560.00	\$456.26	\$416.13	\$406.71
	Associate	249	\$200.00	\$260.00	\$334.79	\$278.31	\$267.54	\$256.46
Portland, ME	Partner	60	\$190.00	\$295.00	\$358.00	\$287.81	\$294.07	\$263.16
	Associate	25	\$170.00	\$198.00	\$237.08	\$211.41	\$212.51	\$193.94
Portland, OR	Partner	175	\$323.48	\$375.00	\$432.00	\$379.66	\$357.02	\$352.99
	Associate	178	\$214.21	\$250.00	\$298.84	\$255.20	\$246.97	\$239.61
Providence, RI	Partner	35	\$185.00	\$290.00	\$350.00	\$308.04	\$315.78	\$294.58
	Associate	29	\$160.00	\$175.00	\$210.00	\$185.33	\$192.66	\$196.15
Raleigh, NC	Partner	83	\$257.23	\$335.00	\$410.00	\$343.08	\$348.19	\$356.36
	Associate	52	\$170.00	\$225.00	\$294.92	\$245.23	\$229.67	\$229.12
Reno, NV	Partner	22	\$300.00	\$355.00	\$425.00	\$349.99	\$346.98	\$328.48
	Associate	14	\$200.00	\$275.00	\$325.00	\$260.56	\$251.25	\$232.82
Richmond, VA	Partner	191	\$290.00	\$450.00	\$593.76	\$454.38	\$425.38	\$432.76
	Associate	170	\$225.00	\$300.00	\$356.00	\$303.45	\$290.45	\$281.11
Roanoke, VA	Partner	10	\$145.00	\$185.00	\$264.99	\$202.92	\$215.41	\$233.93
	Associate	11	\$100.00	\$135.00	\$166.25	\$137.84	\$127.50	\$164.17
Rochester, NY	Partner	41	\$250.00	\$338.00	\$390.00	\$335.44	\$310.89	\$312.48
	Associate	34	\$190.00	\$221.26	\$250.00	\$222.55	\$215.93	\$205.30
Sacramento, CA	Partner	54	\$265.00	\$332.15	\$445.00	\$377.50	\$397.46	\$403.25
	Associate	63	\$220.00	\$250.00	\$300.00	\$278.80	\$276.33	\$298.49
Salt Lake City, UT	Partner	104	\$230.00	\$305.88	\$472.00	\$312.48	\$319.89	\$306.46
	Associate	66	\$178.50	\$207.50	\$275.00	\$320.48	\$280.36	\$262.30
San Antonio, TX	Partner	34	\$256.50	\$325.00	\$425.00	\$354.52	\$362.52	\$345.09
	Associate	16	\$195.00	\$225.00	\$272.50	\$238.47	\$242.62	\$252.12
San Diego, CA	Partner	190	\$295.00	\$432.60	\$679.00	\$481.80	\$478.52	\$473.68
	Associate	194	\$185.00	\$260.50	\$400.00	\$310.51	\$319.68	\$299.64
San Francisco, CA	Partner	823	\$388.08	\$592.26	\$760.00	\$590.50	\$596.06	\$603.43
	Associate	742	\$259.25	\$367.00	\$495.00	\$387.40	\$395.03	\$394.18
San Jose, CA	Partner	265	\$440.04	\$575.75	\$816.13	\$655.65	\$667.61	\$641.89
	Associate	221	\$285.00	\$375.00	\$514.14	\$411.73	\$429.44	\$415.99

EXHIBIT F

\$1,000 Per Hour Isn't Rare Anymore; Nominal billing levels rise, but discounts ease blow. The National Law Journal January 13, 2014 Monday

Copyright 2014 ALM Media Properties, LLC
All Rights Reserved
Further duplication without permission is prohibited



The National Law Journal

January 13, 2014 Monday

SECTION: NLJ'S BILLING SURVEY; Pg. 1 Vol. 36 No. 20

LENGTH: 1860 words

HEADLINE: \$1,000 Per Hour **Isn't Rare Anymore**;
Nominal billing levels rise, but discounts ease blow.

BYLINE: KAREN SLOAN

BODY:

As recently as five years ago, law partners charging \$1,000 an hour were outliers. Today, four-figure hourly rates for indemand partners at the most prestigious firms don't raise eyebrows-and a few top earners are closing in on \$2,000 an hour.

These rate increases come despite hand-wringing over price pressures from clients amid a tough economy. But everrising standard billing rates also obscure the growing practice of discounts, falling collection rates, and slow march toward alternative fee arrangements.

Nearly 20 percent of the firms included in The National Law Journal's annual survey of large law firm billing rates this year had at least one partner charging more than \$1,000 an hour. Gibson, Dunn & Crutcher partner Theodore Olson had the highest rate recorded in our survey, billing \$1,800 per hour while representing mobile satellite service provider LightSquared Inc. in Chapter 11 proceedings.

Of course, few law firm partners claim Olson's star power. His rate in that case is nearly the twice the \$980 per hour average charged by Gibson Dunn partners and three times the average \$604 hourly rate among partners at NLJ 350 firms. Gibson Dunn chairman and managing partner Ken Doran said Olson's rate is "substantially" above that of other partners at the firm, and that the firm's standard rates are in line with its peers.

"While the majority of Ted Olson's work is done under alternative billing arrangements, his hourly rate reflects his stature in the legal community, the high demand for his services and the unique value that he offers to clients given his extraordinary experience as a former solicitor general of the United States who has argued more than 60 cases before the U.S. Supreme Court and has counseled several presidents," Doran said.

In reviewing billing data this year, we took a new approach, asking each firm on the NLJ 350-our survey of the nation's 350 largest firms by attorney headcount-to provide their highest, lowest and average billing rates for associates and partners. We supplemented those data through public records. All together, this year's survey includes information for 159 of the country's largest law firms and reflects billing rates as of October.

The figures show that, even in a down economy, hiring a large law firm remains a pricey prospect. The median among the highest partner billing rates reported at each firm is \$775 an hour, while the median low partner rate is \$405. For associates, the median high stands at \$510 and the low at \$235. The average associate rate is \$370.

Multiple industry studies show that law firm billing rates continued to climb during 2013 despite efforts by corporate counsel to rein them in. TyMetrix's 2013 Real Rate Report Snapshot found that the average law firm billing rate increased by 4.8 percent compared with 2012. Similarly, the Center for the Study of the Legal Profession at the Georgetown University Law Center and Thomson Reuters Peer Monitor found that law firms increased their rates by an average 3.5 percent during 2013.

Of course, rates charged by firms on paper don't necessarily reflect what clients actually pay. Billing realization rates-which reflect the percentage of work billed at firms' standard rates- have fallen from 89 percent in 2010 to nearly 87 percent in 2013 on average, according to the Georgetown study. When accounting for billed hours actually collected by firms, the realization rate falls to 83.5 percent.

"What this means, of course, is that- on average-law firms are collecting only 83.5 cents for every \$1.00 of standard time they record," the Georgetown report reads. "To understand the full impact, one need only consider that at the end of 2007, the collected realization rate was at the 92 percent level."

In other words, law firms set rates with the understanding that they aren't likely to collect the full amount, said Mark Medice, who oversees the Peer Monitor Index. That index gauges the strength of the legal market according to economic indicators including demand for legal services, productivity, rates and expenses. "Firms start out with the idea of, 'I want to achieve a certain rate, but it's likely that my client will ask for discounts whether or not I increase my rate,'" Medice said.

Indeed, firms bill nearly all hourly work at discounts ranging from 5 percent to 20 percent off standard rates, said Peter Zeughauser, a consultant with the Zeughauser Group. Discounts can run as high as 50 percent for matters billed under a hybrid system, wherein a law firm can earn a premium for keeping costs under a set level or for obtaining a certain outcome, he added. "Most firms have gone to a two-tier system, with what is essentially an aspirational rate that they occasionally get and a lower rate that they actually budget for," he said.

Most of the discounting happens at the front end, when firms and clients negotiate rates, Medice said. But additional discounting happens at the billing and collections stages. Handling alternative fee arrangements and discounts has become so complex that more than half of the law firms on the Am Law 100-NLJ affiliate The American Lawyer's ranking of firms by gross revenue-have created new positions for pricing directors, Zeughauser said.

THE ROLE OF GEOGRAPHY

Unsurprisingly, rates vary by location. Firms with their largest office in New York had the highest average partner and associate billing rates, at \$882 and \$520, respectively. Similarly, TyMetrix has reported that more than 25 percent of partners at large New York firms charge \$1,000 per

hour or more for contracts and commercial work.

Washington was the next priciest city on our survey, with partners charging an average \$748 and associates \$429. Partners charge an average \$691 in Chicago and associates \$427. In Los Angeles, partners charge an average \$665 while the average associate rate is \$401.

Pricing also depends heavily on practice area, Zeughauser and Medice said. Bet-the-company patent litigation and white-collar litigation largely remain at premium prices, while practices including labor and employment have come under huge pressure to reduce prices.

"If there was a way for law firms to hold rates, they would do it. They recognize how sensitive clients are to price increases," Zeughauser said. But declining profit margins—due in part to higher technology costs and the expensive lateral hiring market—mean that firms simply lack the option to keep rates flat, he said.

BILLING SURVEY METHODOLOGY

The National Law Journal's survey of billing rates of the largest U.S. law firms provides the high, low and average rates for partners and associates.

The NLJ asked respondents to its annual survey of the nation's largest law firms (the NLJ 350) to provide a range of hourly billing rates for partners and associates as of October 2013.

For firms that did not supply data to us, in many cases we were able to supplement billing-rate data derived from public records.

In total, we have rates for 159 of the nation's 350 largest firms.

Rates data include averages, highs and low rates for partners and associates. Information also includes the average full-time equivalent (FTE) attorneys at the firm and the city of the firm's principal or largest office.

We used these data to calculate averages for the nation as a whole and for selected cities.

Billing Rates at the Country's Priciest Law Firms

Here are the 50 firms that charge the highest average hourly rates for partners.

Billing Rates at the Country's Priciest Law Firms

FIRM NAME	LARGEST U.S. OFFICE*	AVERAGE FULL-TIME EQUIVALENT	PARTNER HOURLY RATES	ASSOCIATE HOURLY RATES	AVERAGE HIGH		LOW AVERAGE HIGH		LOW
Debevoise & Plimpton	New York	615	\$1,055	\$1,075	\$955	\$490	\$760	\$120	
Paul, Weiss,	New York	803	\$1,040	\$1,120	\$760	\$600	\$760	\$250	

* Full-time equivalent attorney numbers and the largest U.S. office are from the NLJ 350 published in April 2013. For complete numbers, please see NLJ.com.

** Firm did not exist in this form for the entire year.

Debevoise & Plimpton	New York	615	\$1,055	\$1,075	\$955	\$490	\$760	\$120
Paul, Weiss,	New York	803	\$1,040	\$1,120	\$760	\$600	\$760	\$250

Rifkind, Wharton & Garrison							
Skadden, Arps, Slate, Meagher & Flom	New York	1,735	\$1,035	\$1,150	\$845	\$620	\$845
Fried, Frank, Harris, Shriver & Jacobson	New York	476	\$1,000	\$1,100	\$930	\$595	\$760
Latham & Watkins	New York	2,033	\$990	\$1,110	\$895	\$605	\$725
Gibson, Dunn & Crutcher	New York	1,086	\$980	\$1,800	\$765	\$590	\$930
Davis Polk & Wardwell	New York	787	\$975	\$985	\$850	\$615	\$975
Willkie Farr & Gallagher	New York	540	\$950	\$1,090	\$790	\$580	\$790
Cadwalader, Wickersham & Taft	New York	435	\$930	\$1,050	\$800	\$605	\$750
Weil, Gotshal & Manges	New York	1,201	\$930	\$1,075	\$625	\$600	\$790
Quinn Emanuel Urquhart & Sullivan	New York	697	\$915	\$1,075	\$810	\$410	\$675
Wilmer Cutler Pickering Hale and Dorr	Washington	961	\$905	\$1,250	\$735	\$290	\$695
Dechert	New York	803	\$900	\$1,095	\$670	\$530	\$735
Andrews Kurth	Houston	348	\$890	\$1,090	\$745	\$528	\$785
Hughes Hubbard & Reed	New York	344	\$890	\$995	\$725	\$555	\$675
Irell & Manella	Los Angeles	164	\$890	\$975	\$800	\$535	\$750
Proskauer Rose	New York	746	\$880	\$950	\$725	\$465	\$675
White & Case	New York	1,900	\$875	\$1,050	\$700	\$525	\$1,050
Morrison & Foerster	San Francisco	1,010	\$865	\$1,195	\$595	\$525	\$725
Pillsbury Winthrop Shaw Pittman	Washington	609	\$865	\$1,070	\$615	\$520	\$860
Kaye Scholer	New York	414	\$860	\$1,080	\$715	\$510	\$680
Kramer Levin Naftalis & Frankel	New York	320	\$845	\$1,025	\$740	\$590	\$750
Hogan Lovells	Washington	2,280	\$835	\$1,000	\$705	-	-

Kasowitz, Benson, Torres & Friedman	New York	365	\$835	\$1,195	\$600	\$340	\$625	\$200
Kirkland & Ellis	Chicago	1,517	\$825	\$995	\$590	\$540	\$715	\$235
Cooley	Palo Alto	632	\$820	\$990	\$660	\$525	\$630	\$160
Arnold & Porter	Washington	748	\$815	\$950	\$670	\$500	\$610	\$345
Paul Hastings	New York	899	\$815	\$900	\$750	\$540	\$755	\$335
Curtis, Mallet-Prevost, Colt & Mosle	New York	322	\$800	\$860	\$730	\$480	\$785	\$345
Winston & Strawn	Chicago	842	\$800	\$995	\$650	\$520	\$590	\$425
Bingham McCutchen	Boston	900	\$795	\$1,080	\$220	\$450	\$605	\$185
Akin Gump Strauss Hauer & Feld	Washington	806	\$785	\$1,220	\$615	\$525	\$660	\$365
Covington & Burling	Washington	738	\$780	\$890	\$605	\$415	\$565	\$320
King & Spalding	Atlanta	838	\$775	\$995	\$545	\$460	\$735	\$125
Norton Rose Fulbright	N/A**	N/A**	\$775	\$900	\$525	\$400	\$515	\$300
DLA Piper	New York	4,036	\$765	\$1,025	\$450	\$510	\$750	\$250
Bracewell & Giuliani	Houston	432	\$760	\$1,125	\$575	\$440	\$700	\$275
Baker & McKenzie	Chicago	4,004	\$755	\$1,130	\$260	\$395	\$925	\$100
Dickstein Shapiro	Washington	308	\$750	\$1,250	\$590	\$475	\$585	\$310
Jenner & Block	Chicago	432	\$745	\$925	\$565	\$465	\$550	\$380
Jones Day	New York	2,363	\$745	\$975	\$445	\$435	\$775	\$205
Manatt, Phelps & Phillips	Los Angeles	325	\$740	\$795	\$640	-	-	-
Seward & Kissel	New York	152	\$735	\$850	\$625	\$400	\$600	\$290
O'Melveny & Myers	Los Angeles	738	\$715	\$950	\$615	-	-	-
McDermott Will & Emery	Chicago	1,024	\$710	\$835	\$525	-	-	-
Reed Smith	Pittsburgh	1,468	\$710	\$945	\$545	\$420	\$530	\$295
Dentons	N/A**	N/A**	\$700	\$1,050	\$345	\$425	\$685	\$210
Jeffer Mangels Butler & Mitchell	Los Angeles	126	\$690	\$875	\$560	-	-	-
Sheppard,	Los	521	\$685	\$875	\$490	\$415	\$535	\$275

Mullin, Richter Angeles
& Hampton

Alston & Bird	Atlanta	805	\$675	\$875	\$495	\$425	\$575	\$280
---------------	---------	-----	-------	-------	-------	-------	-------	-------

THE FOUR-FIGURE CLUB

These 10 firms posted the highest partner billing rates.

THE FOUR-FIGURE CLUB

Gibson, Dunn & Crutcher	\$1,800
Dickstein Shapiro	\$1,250
Wilmer Cutler Pickering Hale and Dorr	\$1,250
Akin Gump Strauss Hauer & Feld	\$1,220
Kasowitz, Benson, Torres & Friedman	\$1,195
Morrison & Foerster	\$1,195
Skadden, Arps, Slate, Meagher & Flom	\$1,150
Baker & McKenzie	\$1,130
Bracewell & Giuliani	\$1,125
Paul, Weiss, Rifkind, Wharton & Garrison	\$1,120

Contact Karen Sloan at ksloan@alm.com

LOAD-DATE: January 13, 2014

Source: [Legal > / . . . / > The National Law Journal](#) [\[i\]](#)

Terms: ["isn't rare anymore"](#) [\(Suggest Terms for My Search\)](#)

View: Full

Date/Time: Friday, August 15, 2014 - 6:12 PM EDT



LexisNexis® [About LexisNexis](#) | [Privacy Policy](#) | [Terms & Conditions](#) | [Contact Us](#)
 Copyright © 2014 LexisNexis, a division of Reed Elsevier Inc. All rights reserved.

EXHIBIT G

The 2013 Real Rate Report® Snapshot

An Analysis of
Law Firm Rates
Staffing, and Trends



WHAT THE BEST COMPANIES DO



TyMetrix

Legal Analytics



www.executiveboard.com

REPORT EDITORS

Owen Bevan
Director, CEB

David Moran
Director of Data Management, TyMetrix Legal Analytics

Bill Sowinski
Director, Decision Support Services, TyMetrix

Bradley Tingquist
Senior Director, CEB

LEAD DATA ANALYSTS

Josh Feldman
Data Scientist, TyMetrix Legal Analytics

Pavan Jagalur
Senior Analyst, CEB

Devika Nair
Analyst, CEB



www.tymetrix.com

CONTENT PUBLISHING SOLUTIONS

Christie Parrish
Graphic Designer, CEB

Prashant Chauhan
Contributing Designer, CEB

Alison Heasley
Contributing Designer, CEB

A. Kate Harsh
Editor, CEB

EXECUTIVE SPONSORS

Brian Lee
Managing Director, CEB

Julie Peck
General Manager, TyMetrix

Craig Raeburn
Vice President, TyMetrix Legal Analytics

©2013 CEB and TyMetrix, Inc. All rights reserved. This material may not be reproduced, displayed, modified, or distributed in any form without the express prior written permission of the copyright holders. To request permission, please contact:

TyMetrix, a Wolters Kluwer business	Or	CEB
20 Church Street		1919 North Lynn Street
Hartford, CT 06103		Arlington, VA 22209
United States		United States
ATTN: Karen Olenski		ATTN: Marketing
Director of Marketing		+1-571-303-3000
+1-860-240-9056		

LEGAL CAVEAT

CEB and TyMetrix have worked to ensure the accuracy of the information in this report; however, CEB and TyMetrix cannot guarantee the accuracy of the information or analyses in all cases. CEB and TyMetrix are not engaged in rendering legal, accounting, or other professional services. This report should not be construed as professional advice on any particular set of facts or circumstances. Neither CEB nor TyMetrix is responsible for any claims or losses that may arise from any errors or omissions in this report or from reliance upon any recommendation made in this report.

How to Use This Snapshot

This update to the *Real Rate Report* identifies law firm rates by location, experience, firm size, areas of expertise, industry, and timekeeper role (i.e., partner, associate, and paralegal) and examines law firm staffing of partners, associates, and paralegals for both short- and long-term matters. All the statistics included in the study are derived from the actual rates charged by law firm professionals as recorded on invoices submitted and approved for payment.

Examining real, approved rate information along with the ranges of those rates and their changes over time highlights the role these variables play in driving aggregate legal cost and income. The analyses can energize questions for both corporate clients and law firm principals. Clients might ask whether they are paying the “right” amount for different types of legal services, while law firm principals might ask whether they are charging the “right” amount for legal services and whether they could generate additional income if they modified their approach.

Affirmatively or intuitively, company purchasers of law firm services usually evaluate law firm rates based on five classic value propositions¹:

- Quality (whether good, poor, or acceptable results are routinely achieved)
- Cost (the price, or rate, paid to achieve results)
- Service (the level of responsiveness and compliance with required processes)
- Speed (how quickly matters or tasks are resolved)
- Innovation (the application of novel solutions to issues or matters)

These value propositions are more or less important across varying practice areas, and their relative values are clearly demonstrated in this study. Clients more highly value the delivery of fast and excellent results in complicated financial matters (with resulting higher rates) than excellent results in routine workers’ compensation or real estate matters. The information in this 2013 update—as well as in the analyses included in the full length *2012 Real Rate Report*—can help law firms consider whether they are properly pricing their services and if the alternative business models are profitable. This *2013 Snapshot* and the *2012 Real Rate Report* can also help companies align their past and future paid rates with the value propositions that return the greatest value by practice area.

¹ Ulrich, Dave, Jack Zenger, and Norm Smallwood, *Results-Based Leadership*, Boston: Harvard Business Press, 1999.

Data Used in This Snapshot

A Note on Comparability of Data

The data used for the *Real Rate Report Snapshot* includes over \$9.5 billion in fees billed for legal services in the United States and Canada during the five-year period from 2008 to 2012. The data comprises fees paid by over 80 companies to more than 4,800 law firms and over 126,000 timekeepers. Table 1 provides a summary description of the dataset.

The information is not based on surveys, sampling, or reviews of other published information but on anonymized data showing the actual hours and fees law firm personnel billed.

Companies participating in this *Real Rate Report Snapshot* analysis provided written consent for the use of their data. The report and all datasets used for the analysis do not contain identifying information of those companies, timekeepers, matters, invoices, or law firms. (For more information on the data methodology, see the Appendix.)

This dataset is large enough to provide directionally valuable guidance and represents a statistically useful portion of the \$270 billion annual US legal services business.² Am Law 100 firms alone had 2011 revenues of roughly \$71 billion.³ The dataset covers approximately 135,000 billers—including approximately 106,000 partners and associates—spread across more than 100 US metropolitan areas.

Again, this is a large enough sample to have useful analytical power, but it certainly does not come close to covering all the lawyers in the United States who work for corporate clients. The United States Bureau of Labor Statistics estimates there are more than 581,000⁴ lawyers practicing in the United States—51,800 lawyers in the New York area alone and another 40,300 in the Washington, DC, area.⁵

² Bureau of Economic Analysis, "Gross-Domestic-Product-(GDP)-by-Industry Data," 2011, http://www.bea.gov/industry/gdpbyind_data.htm.

³ "The Haves and the Have Less," *The American Lawyer*, April 2012, http://www.americanlawyer.com/PubArticleTAL.jsp?id=1202489912232&The_Am_Law_100_2012.

⁴ Bureau of Labor Statistics, "Chart book: Occupational Employment and Wages, May 2010," http://www.bls.gov/oes/2010/may/chartbook_2010.htm.

⁵ Bureau of Labor Statistics, "Charts of the Areas with the Highest Employment Level for Each Occupation, May 2012," http://www.bls.gov/oes/current/occ_area_emp_chart/occ_area_emp_chart.htm.

Table 1: Overview of the US Legal Fees Data Analyzed by CEB and TyMetrix

FEES BILLED	► \$9.5 Billion (2008-2012)
US LAW FIRMS	► 4,800+
LAW FIRM ASSOCIATES	► 56,600+
LAW FIRM PARTNERS	► 43,100+
TOTAL INDIVIDUAL BILLERS	► 126,000+
NUMBER OF INVOICE LINE ITEMS	► 31.1 Million
TOTAL HOURS BILLED	► 29.1 Million
NORTH AMERICAN METROPOLITAN AREAS	► 142
NUMBER OF COMPANIES	► 83
INDUSTRIES REPRESENTED	► Materials and Utilities, Consumer Products and Services, Retail, Financial Services, Insurance, Real Estate, Health Care, Manufacturing, Heavy Industry, Technology, Telecommunications, Recreation and Leisure, Sports, Transportation

Real Rate Report Snapshot

Section I: High-Level Data Cuts (Continued)

2012 – Real Rates for Partners and Associates by City (Continued)						Trend Analysis		
City	Role	n	First	Median	Third	2012 Mean	2011 Mean	2010 Mean
			Quartile	Quartile	Quartile			
Birmingham, AL	Partner	105	\$235.00	\$285.00	\$342.42	\$289.61	\$287.65	\$276.57
	Associate	70	\$150.02	\$204.79	\$234.41	\$198.53	\$192.67	\$183.06
Boise City, ID	Partner	30	\$215.00	\$244.75	\$345.00	\$270.87	\$243.43	\$232.75
	Associate	9	\$140.00	\$187.50	\$230.00	\$189.75	\$172.66	\$184.69
Boston, MA	Partner	439	\$436.50	\$603.00	\$757.96	\$598.69	\$586.76	\$532.08
	Associate	492	\$288.47	\$373.51	\$475.00	\$383.21	\$369.18	\$340.86
Boulder, CO	Partner	14	\$305.00	\$326.71	\$380.00	\$339.46	\$323.86	\$309.38
	Associate	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bridgeport, CT	Partner	33	\$350.00	\$430.00	\$520.00	\$427.84	\$457.99	\$425.05
	Associate	25	\$260.00	\$300.00	\$351.00	\$308.88	\$293.22	\$270.75
Buffalo, NY	Partner	83	\$250.91	\$285.00	\$329.56	\$289.04	\$287.65	\$300.18
	Associate	63	\$173.35	\$190.00	\$215.00	\$197.93	\$191.76	\$187.78
Burlington, VT	Partner	14	\$250.00	\$260.00	\$285.00	\$270.36	\$257.42	\$261.90
	Associate	10	\$180.00	\$185.00	\$190.42	\$186.04	\$209.29	N/A
Calgary, AB	Partner	32	\$480.47	\$596.25	\$672.52	\$578.13	\$518.83	\$519.55
	Associate	45	\$250.85	\$300.00	\$376.15	\$317.43	\$294.43	\$290.70
Charleston, SC	Partner	24	\$288.00	\$300.00	\$351.58	\$307.07	\$306.04	\$285.13
	Associate	15	\$175.00	\$225.00	\$230.00	\$208.33	\$192.41	\$182.46
Charleston, WV	Partner	24	\$200.00	\$250.00	\$300.00	\$245.18	\$237.75	\$244.96
	Associate	18	\$154.41	\$175.00	\$180.00	\$170.12	\$169.44	\$178.32
Charlotte, NC	Partner	117	\$375.00	\$450.00	\$520.00	\$456.36	\$460.06	\$450.46
	Associate	84	\$247.43	\$300.44	\$374.25	\$313.92	\$287.81	\$281.94
Chattanooga, TN	Partner	13	\$194.85	\$200.00	\$265.00	\$218.52	\$225.55	\$251.13
	Associate	8	\$155.12	\$196.70	\$227.75	\$190.51	\$174.58	\$165.81
Chicago, IL	Partner	1,419	\$440.00	\$585.00	\$724.62	\$585.47	\$569.37	\$548.90
	Associate	1,354	\$274.50	\$349.14	\$450.00	\$366.84	\$345.30	\$337.13
Cincinnati, OH	Partner	84	\$317.50	\$362.50	\$405.00	\$362.90	\$357.15	\$343.71
	Associate	59	\$190.00	\$210.00	\$249.76	\$219.85	\$216.74	\$210.58
Cleveland, OH	Partner	318	\$315.00	\$385.00	\$488.48	\$410.52	\$389.64	\$373.33
	Associate	300	\$206.76	\$242.03	\$285.00	\$256.52	\$234.75	\$227.59
Columbia, SC	Partner	36	\$263.15	\$300.05	\$358.63	\$300.30	\$298.11	\$289.19
	Associate	31	\$200.00	\$216.16	\$244.55	\$215.40	\$199.12	\$209.42
Columbus, OH	Partner	100	\$310.98	\$380.98	\$445.00	\$388.85	\$369.82	\$357.63
	Associate	72	\$200.57	\$220.97	\$270.00	\$240.31	\$223.58	\$221.77
Dallas, TX	Partner	304	\$373.48	\$510.00	\$625.00	\$510.32	\$502.29	\$484.91
	Associate	319	\$250.00	\$339.60	\$428.79	\$342.77	\$326.23	\$310.51
Dayton, OH	Partner	13	\$321.75	\$364.86	\$398.48	\$353.20	\$325.00	\$369.40
	Associate	22	\$170.00	\$192.50	\$239.30	\$207.32	\$221.59	\$208.05
Denver, CO	Partner	152	\$324.96	\$378.08	\$445.00	\$390.64	\$381.71	\$384.92
	Associate	147	\$210.00	\$250.00	\$300.00	\$264.59	\$253.71	\$242.44

Section I: High-Level Data Cuts (Continued)

2012 – Real Rates for Partners and Associates by City (Continued)						Trend Analysis		
City	Role	n	First	Median	Third	2012 Mean	2011 Mean	2010 Mean
			Quartile	Quartile	Quartile			
Des Moines, IA	Partner	12	\$215.06	\$270.00	\$354.52	\$295.76	\$293.16	\$286.74
	Associate	7	\$170.00	\$195.00	\$217.11	\$201.73	\$238.04	\$217.04
Detroit, MI	Partner	176	\$275.00	\$331.46	\$400.00	\$346.98	\$337.91	\$325.92
	Associate	113	\$190.00	\$240.00	\$290.00	\$274.03	\$262.95	\$237.66
Edmonton, AB	Partner	9	\$275.00	\$310.86	\$350.00	\$298.98	\$307.16	\$291.68
	Associate	8	\$155.00	\$177.00	\$192.50	\$175.58	\$177.41	\$173.94
Grand Rapids, MI	Partner	12	\$352.50	\$407.50	\$447.50	\$401.15	\$389.00	\$379.79
	Associate	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Greenville, SC	Partner	35	\$295.00	\$335.83	\$395.00	\$343.77	\$336.46	\$337.35
	Associate	20	\$200.11	\$234.50	\$254.81	\$233.38	\$227.55	\$220.50
Halifax, NS	Partner	9	\$315.00	\$327.58	\$365.30	\$336.62	\$300.80	\$286.52
	Associate	20	\$173.50	\$180.00	\$190.39	\$183.74	\$181.85	\$177.21
Harrisburg, PA	Partner	24	\$270.00	\$300.00	\$349.28	\$311.06	\$275.89	\$288.81
	Associate	21	\$175.00	\$198.78	\$223.56	\$207.05	\$202.65	\$172.73
Hartford, CT	Partner	52	\$299.00	\$379.00	\$462.50	\$397.27	\$421.45	\$383.45
	Associate	52	\$199.18	\$251.37	\$322.50	\$278.06	\$269.90	\$225.79
Honolulu, HI	Partner	23	\$250.00	\$295.00	\$350.00	\$308.65	\$301.94	\$315.47
	Associate	18	\$185.00	\$215.00	\$265.20	\$225.76	\$209.88	\$204.25
Houston, TX	Partner	255	\$388.29	\$560.00	\$690.74	\$549.25	\$552.80	\$552.41
	Associate	293	\$245.00	\$320.00	\$410.00	\$342.41	\$334.23	\$320.17
Indianapolis, IN	Partner	146	\$300.00	\$360.42	\$420.00	\$360.41	\$352.25	\$336.48
	Associate	90	\$185.00	\$225.00	\$260.00	\$220.59	\$220.22	\$216.74
Jackson, MS	Partner	55	\$240.49	\$285.00	\$335.00	\$296.67	\$301.74	\$307.88
	Associate	36	\$173.88	\$175.00	\$193.57	\$189.70	\$200.96	\$195.21
Jacksonville, FL	Partner	32	\$237.50	\$325.00	\$437.50	\$330.10	\$281.46	\$303.97
	Associate	14	\$140.00	\$202.50	\$265.00	\$227.86	\$220.02	\$210.82
Kansas City, MO	Partner	195	\$320.00	\$375.00	\$423.00	\$377.02	\$374.25	\$364.27
	Associate	146	\$216.00	\$235.00	\$264.54	\$243.08	\$239.93	\$231.94
Knoxville, TN	Partner	12	\$190.00	\$197.50	\$256.48	\$227.33	\$233.96	\$225.15
	Associate	12	\$137.50	\$175.00	\$207.50	\$177.19	\$182.77	\$154.47
Lansing, MI	Partner	11	\$275.00	\$390.00	\$422.36	\$372.34	\$395.63	\$386.53
	Associate	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Las Vegas, NV	Partner	58	\$230.00	\$327.50	\$402.37	\$334.01	\$331.33	\$325.24
	Associate	45	\$195.00	\$220.00	\$260.00	\$222.96	\$220.90	\$215.46

Section I: High-Level Data Cuts (Continued)

2012 – Real Rates for Partners and Associates by City (Continued)						Trend Analysis		
City	Role	n	First	Median	Third	2012	2011	2010
			Quartile	Quartile	Quartile	Mean	Mean	Mean
Lexington, KY	Partner	29	\$275.00	\$300.00	\$370.50	\$321.30	\$328.05	\$328.58
	Associate	18	\$180.00	\$210.00	\$240.00	\$207.41	\$207.58	\$204.30
Little Rock, AR	Partner	28	\$225.00	\$250.00	\$305.00	\$265.23	\$251.73	\$242.89
	Associate	15	\$125.00	\$165.00	\$200.00	\$168.83	\$164.36	\$182.16
Los Angeles, CA	Partner	972	\$425.00	\$606.50	\$816.89	\$620.34	\$617.16	\$594.43
	Associate	1,239	\$281.59	\$395.00	\$531.63	\$412.53	\$407.13	\$389.47
Louisville, KY	Partner	55	\$290.00	\$345.00	\$385.85	\$338.66	\$322.96	\$319.83
	Associate	31	\$185.00	\$200.00	\$220.00	\$206.35	\$202.53	\$185.08
Madison, WI	Partner	15	\$390.00	\$410.00	\$490.00	\$441.82	\$382.87	\$393.77
	Associate	11	\$235.00	\$244.00	\$314.02	\$272.33	\$233.45	\$221.25
Manchester, NH	Partner	15	\$225.00	\$321.67	\$370.00	\$321.20	\$314.26	\$311.79
	Associate	11	\$147.47	\$160.00	\$240.00	\$173.86	\$220.59	\$247.01
Memphis, TN	Partner	41	\$250.00	\$302.07	\$350.00	\$298.18	\$296.06	\$296.62
	Associate	30	\$177.59	\$205.91	\$240.00	\$203.52	\$197.63	\$198.44
Miami, FL	Partner	296	\$264.66	\$381.82	\$500.00	\$385.20	\$389.78	\$390.14
	Associate	238	\$150.00	\$230.00	\$295.00	\$239.20	\$240.79	\$244.25
Milwaukee, WI	Partner	125	\$295.00	\$370.00	\$475.00	\$388.74	\$393.48	\$405.15
	Associate	80	\$210.42	\$244.83	\$284.87	\$252.54	\$245.54	\$232.80
Minneapolis, MN	Partner	260	\$300.00	\$390.00	\$490.92	\$401.01	\$404.33	\$371.13
	Associate	236	\$215.00	\$250.00	\$285.00	\$257.25	\$252.14	\$236.59
Montgomery, AL	Partner	12	\$245.00	\$265.00	\$315.00	\$276.67	\$270.00	\$254.00
	Associate	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Montréal, QC	Partner	107	\$352.56	\$431.18	\$549.21	\$459.57	\$424.98	\$402.24
	Associate	136	\$205.85	\$264.00	\$312.29	\$263.80	\$246.61	\$238.22
Nashville, TN	Partner	109	\$305.00	\$350.00	\$414.00	\$356.03	\$332.87	\$338.18
	Associate	89	\$194.80	\$216.16	\$240.00	\$218.54	\$202.00	\$201.78
New Haven, CT	Partner	19	\$275.00	\$340.30	\$390.00	\$335.91	\$364.79	\$348.02
	Associate	12	\$250.74	\$273.55	\$380.00	\$302.97	\$285.75	\$266.86
New Orleans, LA	Partner	116	\$225.91	\$285.67	\$340.63	\$281.62	\$275.45	\$275.24
	Associate	76	\$160.00	\$209.55	\$225.75	\$211.86	\$194.17	\$185.80
New York, NY	Partner	2,709	\$556.88	\$795.00	\$965.63	\$755.68	\$737.17	\$715.08
	Associate	4,045	\$369.95	\$496.00	\$616.61	\$491.92	\$465.85	\$445.19
Oklahoma City, OK	Partner	29	\$235.00	\$275.00	\$310.00	\$282.49	\$272.80	\$251.22
	Associate	33	\$150.00	\$180.41	\$200.00	\$182.79	\$183.45	\$174.92
Omaha, NE	Partner	43	\$264.78	\$320.00	\$339.99	\$301.48	\$277.54	\$272.03
	Associate	28	\$177.50	\$188.21	\$225.00	\$192.75	\$186.67	\$167.83
Orlando, FL	Partner	78	\$261.21	\$386.10	\$465.00	\$371.86	\$387.08	\$375.25
	Associate	68	\$165.00	\$225.00	\$252.85	\$216.91	\$226.33	\$227.04

EXHIBIT H

Law Firms Raise Rates, but Ease Blow With Discounts - WSJ.com

Page 1 of 4

Law Firms Raise Rates, but Ease Blow With Discounts - WSJ.com

Page 2 of 4

That gilded circle includes tax experts such as Christopher Roman of King & Spalding LLP and Todd Maynes of Kirkland & Ellis LLP, intellectual-property partner Nader A. Mousavi of Sullivan & Cromwell LLP, and deal lawyers such as Kenneth M. Schneider of Paul, Weiss, Rifkind, Wharton & Garrison LLP.

Those lawyers and their firms either declined to comment or didn't reply to requests for comment.

When corporate legal departments need a trusted hand to fend off a hostile takeover or win a critical court battle, few general counsels will nitpick over whether a key lawyer is charging \$800 an hour or \$1,150 an hour. But for legal matters where their future isn't on the line, companies are pushing for—and winning—significant price breaks.

"We almost always negotiate rates down from the rack rates," said Randal S. Milch, general counsel for phone giant **Verizon Communications Inc.** [VZ +0.28%]. The result, he said, is a "not-insignificant discount."

For the bread-and-butter work that many big law firms rely on, haggling has become the norm. Many clients grew accustomed to pushing back on price during the recession and continue to demand discounts.

Some companies insist on budgets for their legal work. If a firm billing by the hour exceeds a set cap, lawyers may have to write off some of that time.

Other clients refuse to work with firms who don't discount, lopping anywhere from 10% to 30% off their standard rates. Some may grant rate increases to individual partners or associates they deem worthy. Another tactic: locking in prices with tailored multiyear agreements with formulas governing whether clients grant or refuse a requested rate increase.

In practical terms, that means the gap between law firms' sticker prices and the amount of money they actually bill and collect from their clients is wider than it has been in years.

According to data collected by Thomson Reuters Peer Monitor, big law firms raised their average standard rate by about 9.3% over the past three years. But they weren't able to keep up on the collection side, where the increase over the same period was just 6%. Firms that used to collect on average about 92 cents for every dollar of standard time their lawyers worked in 2007, before the economic downturn, now are getting less than 85 cents. "That's a historic low," said James Jones, a senior fellow at the Center for the Study of the Legal Profession at Georgetown Law.

To be sure, things have certainly picked up some since the recession, when some clients flat-out refused to pay rate increases.

In the first quarter of 2013, the 50 top-grossing U.S. law firms boosted their partner rates by as much as 5.7%, billing on average between \$679 and \$882 an hour, according to Valeo Partners. Rates for junior lawyers, whose labors have long been a profit engine for major law firms, jumped even more.

While some clients resisted using associate lawyers during the downturn, refusing to pay hundreds of dollars an hour for inexperienced first- or second-year attorneys, the largest U.S. law firms have managed to send the needle back up again. This year, for the first time, the average rate for associates with one to four years of experience rose to \$600 an hour, according to Valeo.

The increases continue the upward trend of 2012, when legal fees in general rose 4.8% and associate billing rates rose by 7.4%, according to a coming report by TyMetrix Legal Analytics, a unit of **Wolters Kluwer**, [WKL.AE +0.05%] and CEB, a research and advisory-services company. Those numbers are based on legal-spending data from more than 17,000 law firms.

2 Steps to Better Foot Health



3 Opinion: The Power of 218



4 Shooting Suspect Had Record of Gun Use



5 Jetpacks Are Coming—From New Zealand



Show More

SAN FRANCISCO 49ers
NFL Ticket Exchange
Sold by Fan. Verified by Ticketmaster.
[BUY TICKETS](#)

Press Release Marketing
Effective Affordable Distribution. Attract New Clients Now. Learn How!
publicly.24-7pressreleases.com/

SUPER PC Multiple Monitor
The Original Multi-Monitor Store! Buy Multi-Screen Computers & Displays
www.Multi-Monitors.com

world news cnn online
Improve Network Infrastructure. Expert Advice & Industry Trends.
techtarget.com/Network-Structure

Content from our Sponsors [?]

		
SOUTHERN CROSS A Southern Spin on Grilled Pork	ARROZ CON POLLO Arroz con Pollo a la Estilo Puertorriqueño	KIDS WITH NEUROLOGICAL DISORDERS No More Jitters to Get the Vaccine

Law Firms Raise Rates, but Ease Blow With Discounts - WSJ.com

Page 3 of 4

More than a dozen leaders at major law firms declined to discuss rate increases on the record, though some said privately that the increase in associate rates could be caused in part by step increases as junior lawyers gain in seniority.

Joe Sims, an antitrust partner at Jones Day and former member of the firm's partnership committee, said clients don't mind paying for associates, as long as they feel they are getting their money's worth.

Sophisticated clients, he said, tend to focus on the overall price tag for legal work, not on individual rates. "They are more concerned about how many people are working on the project and the total cost of the project," Mr. Sims said. "Clients want value no matter who is on the job."

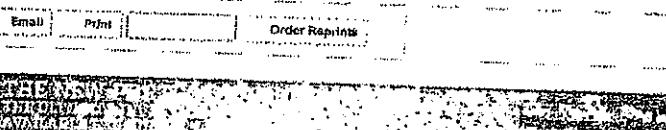
While a handful of elite lawyers have successfully staked out the high end—the deal teams at Wachtell, Lipton, Rosen & Katz, for example—legal experts say that client pressure to control legal spending means most law firms must be considerably more flexible on price.

"There will always be some 'bet the company' problem where a client will not quibble about rates," said Mr. Jones, the Georgetown fellow. "Unfortunately, from the law firms' standpoint, that represents a small percentage of the work."

Write to Jennifer Smith at jennifer.smith@wsj.com

JOIN THE DISCUSSION
38 Comments, add yours »

MORE IN
Law »



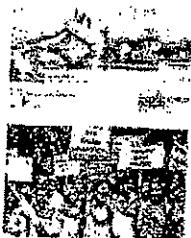
OMVS Stock Pick Win
Opportunities Abound with This Company—Invest Today, Free Info!
www.OnTheMoveSystems.com

Mortgage Rates Hit 2.67%
White House Program Cuts Up to \$1k off Monthly Payments (3.12% APR)
www.SeeRefinanceRates.com

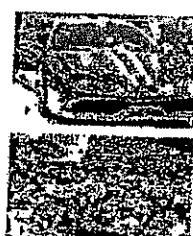
Warren Buffett Confesses
Warren Buffett's Shocking Confession Will Change your Investing Strategy
www.MarketTrendSignal.com

The End Of Obama?
This looming scandal could ruin the 44th President and disrupt the...
StoneberryResearch.com

Don't Miss



Model Behavior
Stormy Social Media



How Gang Rape Is
Changing India's
Laws

Top Five Cars at the
Paris Motor Show

Billionaire Builds
High-End Resort
Town in Swiss Alps

You Might Like

Woman Tries to Sell Daughter's Virginity
Jeep's new Wrangler makes a statement. You might not want to hear it

Content from our Sponsors

What's this?

Immigrant Scientist Launches BioIntrust - Create 1000 American Jobs. biointrust.com

Law Firms Raise Rates, but Ease Blow With Discounts - WSJ.com

Page 4 of 4

Living Together Before Marriage Stalls Companies are Increasingly choosing to generate their own power, delivering a jolt to utilities Redbox's DVD-rental business is weaker than expected

Three Things Every Leader Should Do in a Meeting (The Hot News) Made in the west doesn't always work in asia (Singapore Section) How Retailers Beat Amazon At Its Own Game: INFOGRAPHIC (See The Future of Rugby) The Worst Business Lawyer Habit: "Punchbowling" (Legal Productivity)

Add a Comment

View All Comments (38)

JOURNAL COMMUNITY

Community rules

To add a comment please

Log in

Create an Account

You must log in to comment.

 Track replies to my comment

CJ 10:17 PM PDT



WSJ SUBSCRIBER'S CONTENT PROVIDES:

- WSJ Portfolio (available only to subscribers) and their syndicated news, radio, video feeds
- Mobile Apps: Education, Finance, Travel, Sports, and more
- WSJ Weekend Travel, real estate, classifieds, news, and more

SUBSCRIBE NOW

Editors' Picks



Antibiotics Losing Battle Against Bugs: Report



For TV Shows, It's a Seller's Market



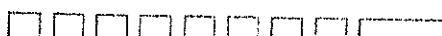
Are You Ready for a Jetpack?



The 400 Richest Americans: Who's New on the List?



Steps to Better Foot Health



Subscribe / Login

Back to Top

Customer Service	Policy	Advertise	Tools & Features	More
Customer Center	Privacy Policy	Advertiser	Apps	Register for Free
Now! Live Help	Data Policy	Place a Classified Ad	Newsletters and Alerts	Reprints
Contact Us	Copyright Policy	Sell Your Home	Graphics & Photos	Content Partnerships
WSJ Weekend	Subscriber Agreement & Terms of Use	Sell Your Business	Columns	Conferences
Contact Directory	Your Ad Choices	Commercial Real Estate Ads	Topics	SafeHouse
Corrections		Recruitment & Career Ads	Guides	Mobile Site
		Franchising	Portfolio	News Archive
		Advertise Locally	Old Portfolio	

Jobs at WSJ

Copyright ©2013 Dow Jones & Company, Inc. All Rights Reserved

EXHIBIT I

AHDOOT & WOLFSON, PC

Transaction Report

January 2, 2015 - November 1, 2019

Expense Date	Memo/Description	Expense Type	Amount
02/21/15	ABC Legal Services, Service of Process, Invoice no. 683401	Attorney Service Fees	\$59.50
04/18/15	Western Attorney Services, Courtesy copy to Judge Tigar, First Amended Complaint, Invoice no. 68310	Attorney Service Fees	\$20.84
05/20/15	Western Attorney Services, Courtesy copy to Judge Tigar, Invoice no. 68314	Attorney Service Fees	\$31.24
06/03/15	Western Attorney Services, Courtesy copy to Judge Tigar, Invoice no. 68390	Attorney Service Fees	\$11.83
06/12/15	Western Attorney Services, Courtesy copy to Judge Tigar, Invoice no. 68447	Attorney Service Fees	\$14.23
06/19/15	Western Attorney Services, Courtesy copy to Judge Tigar, Invoice no. 68503	Attorney Service Fees	\$26.83
10/28/15	Now Messenger, Messenger from Ahdoot & Wolfson to Irell Manella, Invoice no. 7855	Attorney Service Fees	\$139.41
11/18/15	Western Attorney Services, Courtesy copy to Judge Tigar, Invoice no. 69475	Attorney Service Fees	\$15.26
01/08/16	Western Attorney Services, Courtesy copy to Judge Tigar, Invoice no. 69804	Attorney Service Fees	\$44.74
02/19/16	Western Attorney Services, Courtesy copy to Judge Tigar, Invoice no. 70068	Attorney Service Fees	\$79.50
03/22/16	Western Attorney Services, Courtesy copy to Judge Tigar, Invoice no. 70288	Attorney Service Fees	\$17.26
07/22/16	Western Attorney Services, Courtesy copy to Judge Tigar, Invoice no. 71115	Attorney Service Fees	\$30.35
02/01/18	Western Attorney Services Invoice No. 75008, Courtesy Copy to Judge Tigar	Attorney Service Fees	\$63.46
02/07/18	Western Attorney Services Invoice No. 75067, Courtesy Copy to Judge Tigar	Attorney Service Fees	\$32.35
02/21/18	Western Attorney Services Invoice No. 75169, Courtesy Copy to Judge Tigar	Attorney Service Fees	\$28.27
06/07/19	Western Attorney Services Invoice No. 78330, Courtesy copy to Judge Tigar of Docket 182 - Rush	Attorney Service Fees	\$55.80
02/07/18	Print preparation documents for fairness hearing (857pgs)	Attorney Service Fees	\$85.60
		Subtotal:	\$756.47

01/07/15	Complaint Filing Fee for Andrea Pappey to US District Court Northern District	Filing Fees	\$400.00
		Subtotal:	\$400.00

08/12/15	JAMS,Inc. Check no. 5534 Retainer Fees Invoice no. 3518638	Mediation Fees	\$2,441.66
09/29/15	JAMS,Inc. Check no. 5583 Retainer Fees Invoice no. 3548644	Mediation Fees	\$2,441.67
10/30/15	JAMS,Inc. Check no. 5600 Retainer Fees Invoice no. 3573668	Mediation Fees	\$1,608.33
01/28/16	Jams, Inc. Reimbursement check	Mediation Fees	-\$274.99
		Subtotal:	\$6,216.67
06/30/15	Pacer charges 4/1/15-6/30/15	Electronic Research and Pacer Fees	\$15.60
03/31/16	Pacer 01/01/2016 to 03/31/2016	Electronic Research and Pacer Fees	\$14.90
09/30/16	Pacer 07/01/2016 to 09/30/2016	Electronic Research and Pacer Fees	\$3.20
03/31/17	Pacer, From 01/01/2017 to 03/31/2017	Electronic Research and Pacer Fees	\$0.20
05/19/17	Pacer, From 04/01/2017 to 05/19/2017	Electronic Research and Pacer Fees	\$1.20

AHDOOT & WOLFSON, PC

Transaction Report

January 2, 2015 - November 1, 2019

Expense Date	Memo/Description	Expense Type	Amount
07/18/17	Pacer, From 05/20/2017 to 07/18/2017	Electronic Research and Pacer Fees	\$1.90
07/18/17	Pacer, From 05/19/2017 to 07/18/2017	Electronic Research and Pacer Fees	\$3.10
11/20/17	Pacer, From 11/10/2017 to 11/20/2017	Electronic Research and Pacer Fees	\$1.70
12/28/17	Pacer, From 12/01/2017 to 12/28/2017	Electronic Research and Pacer Fees	\$13.10
12/28/17	Pacer, From 12/01/2017 to 12/28/2017	Electronic Research and Pacer Fees	\$2.20
03/02/18	Pacer, From 01/01/2018 to 03/02/2018	Electronic Research and Pacer Fees	\$94.20
03/02/18	Pacer, From 01/01/2018 to 03/02/2018	Electronic Research and Pacer Fees	\$54.60
03/02/18	Pacer, From 01/01/2018 to 03/02/2018	Electronic Research and Pacer Fees	\$2.60
05/28/18	Pacer, From 03/02/2018 to 05/28/2018	Electronic Research and Pacer Fees	\$18.70
11/30/18	Pacer, From 11/01/2018 to 11/30/2018	Electronic Research and Pacer Fees	\$1.00
03/26/19	Pacer, From 01/01/2019 to 03/26/2019	Electronic Research and Pacer Fees	\$3.00
03/26/19	Pacer, From 01/01/2019 to 03/26/2019	Electronic Research and Pacer Fees	\$11.70
06/30/19	Pacer, From 03/30/2019 to 06/30/2019	Electronic Research and Pacer Fees	\$5.50
09/17/19	Pacer, From 07/01/2019 to 09/17/2019	Electronic Research and Pacer Fees	\$5.50
09/17/19	Pacer, From 07/01/2019 to 09/17/2019	Electronic Research and Pacer Fees	\$2.50
11/15/19	Pacer, From 10/19/2019 to 11/15/2019	Electronic Research and Pacer Fees	\$3.40
		Subtotal:	\$259.80

01/07/15	Mailing Courtesy copy to California Northern District	Mailing/Postage	\$2.24
04/13/15	Mailing CLRA Return Receipt Request to Andra Greene, Irell & Manella	Mailing/Postage	\$6.00
04/13/15	Mailing 93A Return Receipt Request to Andra Greene, Irell & Manella	Mailing/Postage	\$6.00
04/14/15	Mailing 93A Flat Rate Sent to Andra Greene, Irell & Manella	Mailing/Postage	\$7.60
04/14/15	Mailing CLRA Flat Rate Sent to Andra Greene, Irell & Manella	Mailing/Postage	\$7.60
06/23/15	Motion to Stay Pending Arb, Binder sent to Tina in New York	Mailing/Postage	\$75.83
02/11/16	Mailing of Discovery Request For Production	Mailing/Postage	\$0.71
12/08/17	Courtesy copy to Judge Tigar sent via USPS Priority Mail	Mailing/Postage	\$6.65
		Subtotal:	\$112.63

07/02/15	Motion to Stay Pending Arb United Airlines Flight Change Fee	Travel	\$200.00
08/24/15	Mediation before Hon. Carl J. West - Union 76	Travel	\$83.00
08/24/15	Mediation before Hon. Carl J. West - ABM Parking Gas Tower	Travel	\$46.35
10/30/15	Mediation before Hon. Carl J. West - ABM Parking Gas Tower	Travel	\$8.00
10/30/15	Mediation before Hon. Carl J. West - Uber	Travel	\$34.57

AHDOOT & WOLFSON, PC

Transaction Report

January 2, 2015 - November 1, 2019

Expense Date	Memo/Description	Expense Type	Amount
11/04/15	Confirmatory discovery at defendant HQ, Westin Saint Francis Hotel, 5 Nights (11-5-15 to 11-10-15)	Travel	\$2,171.85
11/04/15	Confirmatory discovery at defendant HQ, Round Trip Southwest Airlines Ticket	Travel	\$507.96
11/06/15	Confirmatory discovery at defendant HQ, Uber	Travel	\$8.49
11/06/15	Confirmatory discovery at defendant HQ, Uber	Travel	\$34.83
11/09/15	Confirmatory discovery at defendant HQ, Lyft Ride Fri 10am	Travel	\$14.51
11/09/15	Confirmatory discovery at defendant HQ, Lyft Ride Sat 6pm	Travel	\$8.79
11/09/15	Confirmatory discovery at defendant HQ, Uber	Travel	\$13.93
11/10/15	Confirmatory discovery at defendant HQ, Lyft Ride Mon 9am	Travel	\$8.64
11/10/15	Confirmatory discovery at defendant HQ, Lyft Ride Tue 9am	Travel	\$9.25
11/10/15	Confirmatory discovery at defendant HQ, Uber	Travel	\$7.49
11/10/15	Confirmatory discovery at defendant HQ, Uber	Travel	\$7.79
11/10/15	Confirmatory discovery at defendant HQ, Uber	Travel	\$5.66
11/10/15	Confirmatory discovery at defendant HQ, Uber	Travel	\$7.15
11/11/15	Confirmatory discovery at defendant HQ, Westin Saint Francis Hotel	Travel	\$58.07
11/11/15	Confirmatory discovery at defendant HQ, Lyft Ride Tue 3pm	Travel	\$11.90
11/11/15	Confirmatory discovery at defendant HQ, Lyft Ride Wed 10am	Travel	\$10.66
11/11/15	Confirmatory discovery at defendant HQ, Lyft Ride Wed 9am	Travel	\$10.02
11/11/15	Confirmatory discovery at defendant HQ, Uber	Travel	\$5.00
11/12/15	Confirmatory discovery at defendant HQ, Lyft Ride Thu 9am	Travel	\$9.40
11/13/15	Confirmatory discovery at defendant HQ, Lyft Ride Thu 6pm	Travel	\$9.05
11/13/15	Confirmatory discovery at defendant HQ, Uber	Travel	\$35.25
11/13/15	Confirmatory discovery at defendant HQ, Uber	Travel	\$41.13
01/24/16	Hearing Combined CMC, Round Trip Virgin America Flight	Travel	\$450.20
01/25/16	Hearing Combined CMC, LAX Parking	Travel	\$30.00
01/25/16	Hearing Combined CMC, San Francisco Bart	Travel	\$17.90
10/05/16	Mediation at Judicate West, Parking at ABM Gas Tower	Travel	\$21.00
10/05/16	Mediation at Judicate West, Union 76	Travel	\$80.70
11/22/16	Mediation at Judicate West, Shell Oil	Travel	\$62.23
11/22/16	Mediation at Judicate West, Shell Oil	Travel	\$4.08
12/06/16	Meeting with Uber In-house and M. Ashley, Lyft Ride Tue 2pm	Travel	\$34.49
12/06/16	Meeting with Uber In-house and M. Ashley, Lyft Ride Tue 11am	Travel	\$22.84
12/06/16	Meeting with Uber In-house and M. Ashley, Lyft Ride Tue 4pm	Travel	\$6.75
12/06/16	Meeting with Uber In-house and M. Ashley, Southwest Airlines Round Trip	Travel	\$475.68
12/06/16	Meeting with Uber In-house and M. Ashley, Uber	Travel	\$56.16

AHDOOT & WOLFSON, PC

Transaction Report

January 2, 2015 - November 1, 2019

Expense Date	Memo/Description	Expense Type	Amount
12/06/16	Meeting with Uber In-house and M. Ashley, Uber	Travel	\$19.13
12/07/16	Meeting with Uber In-house and M. Ashley, Uber	Travel	\$93.00
12/07/16	Meeting with Uber In-house and M. Ashley, Uber	Travel	\$56.16
12/07/16	Meeting with Uber In-house and M. Ashley, Felix Goldberg Taxicab & Limousine	Travel	\$17.40
12/07/16	Meeting with Uber In-house and M. Ashley, Uber	Travel	\$93.00
12/07/16	Meeting with Uber In-house and M. Ashley, Lyft Ride Tue 10pm	Travel	\$9.19
12/07/16	Meeting with Uber In-house and M. Ashley, Lyft Ride Wed 9am	Travel	\$8.75
12/07/16	Meeting with Uber In-house and M. Ashley, Lyft Ride Wed 7pm	Travel	\$34.77
12/07/16	Meeting with Uber In-house and M. Ashley, Virgin America Round Trip Flight	Travel	\$440.20
12/07/16	Meeting with Uber In-house and M. Ashley, The Marker Hotel	Travel	\$6.53
12/07/16	Meeting with Uber In-house and M. Ashley, Lyft Ride Wed 10pm	Travel	\$21.61
12/07/16	Meeting with Uber In-house and M. Ashley, The Marker Hotel	Travel	\$315.74
12/07/16	Meeting with Uber In-house and M. Ashley, Exxon Mobil	Travel	\$55.18
12/07/16	Meeting with Uber In-house and M. Ashley, The Marker Hotel	Travel	\$335.53
12/07/16	Meeting with Uber In-house and M. Ashley, Southwest Airlines Round Trip	Travel	\$223.84
12/07/16	Meeting with Uber In-house and M. Ashley, Lyft Ride Tue 10am	Travel	\$29.69
12/07/16	Meeting with Uber In-house and M. Ashley, Lyft Ride Wed 11am	Travel	\$6.76
01/03/17	Mediation at Judicate West with Robert Kaplan, Southwest Airlines Round Trip flight	Travel	\$475.88
01/05/17	Mediation at Judicate West with Robert Kaplan, Bob Hope Airport Parking	Travel	\$32.00
01/05/17	Mediation at Judicate West with Robert Kaplan, Lyft Ride Thu 2pm	Travel	\$41.26
01/06/17	Mediation at Judicate West with Robert Kaplan, Smart Taxi Enterprise	Travel	\$90.95
02/21/17	Case Management Conference, Virgin America Flight LAX-SFO	Travel	\$218.20
02/21/17	Case Management Conference, Virgin America Flight SFO-LAX	Travel	\$218.20
02/22/17	Case Management Conference, LAX Airport Parking	Travel	\$30.00
02/23/17	Case Management Conference, Lyft Ride 11am	Travel	\$28.95
03/06/17	Settlement Conference, Southwest Airlines Round Trip Flight	Travel	\$497.88
03/06/17	Settlement Conference, Shell Oil	Travel	\$67.03
03/07/17	Settlement Conference, Uber	Travel	\$57.69
03/07/17	Settlement Conference, LAX Airport Parking	Travel	\$30.00
03/07/17	Settlement Conference, Uber	Travel	\$63.20
02/07/18	Hearing re Final Settlement, Lyft Ride Thu 8pm	Travel	\$35.69
02/08/18	Hearing re Final Settlement, Delta Airlines from SFO-Altanta	Travel	\$798.30
02/08/18	Hearing re Final Settlement, Shell Oil	Travel	\$41.39

AHDOOT & WOLFSON, PC

Transaction Report

January 2, 2015 - November 1, 2019

Expense Date	Memo/Description	Expense Type	Amount
02/08/18	Hearing re Final Settlement, Lyft Ride Thu 10am	Travel	\$40.89
		Subtotal:	\$9,164.76
02/23/18	Joan Marie Columbini Invoice no. 20180064, Transcript of FTR proceedings	Transcripts	\$84.76
		Subtotal:	\$84.76
		Total Expenses:	\$16,995.09